APSEB SERVICE REGULATIONS

Part– I, II & III

Amendments up to 30.04.2016

(Adopted by APTRANSCO, APGENCO, APEPDCL & APSPDCL)
(for internal circulation only)

APTRANSCO

APGENCO

POWER LINE - OUR LIFE LINE

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APSEB ENGINEERS' ASSOCIATION

Regd. No: 874/1975

E-mail: apsebea1975@gmail.com website: www.apsebea.org

APSEB ENGINEERS' ASSOCIATION

VidyutSoudha: Hyderabad – 500082

(Regd.No.874/1975)

FOREWORD

Dear Members,

Andhra Pradesh Power Utilities had been adopted the APSEB Service Regulations since unbundling of erstwhileAndhra Pradesh State Electricity Board (APSEB). Erstwhile APSEB had printed Service Regulations duly taking account of the Amendments carried upto October, 1992. Subsequently, during the last 24 years, a large number of amendments were issued to the said Regulations. Since the amendments issued are not within the reach of all the employees, the employees are facing problems in the absence of latest amendments that are being issued while interpreting the Regulation position. The employees have requested this Association to update the latest APSEB Service Regulations by incorporating all the amendments. Hence, the Service Regulations is updated duly incorporating all the amendments issued upto30th April, 2016 by this Associationfor the first time for internal circulation among the employees of APTRANSCO, GENCO and DISCOMS.

This onerous task of compilation could not have been accomplished but for the sole painstaking efforts of **Sri K.S.Srinivas, Joint Secretary, APTRANSCO** by way of providing the much needed inputs, invaluable guidance and scholarly suggestions by sparing his precious time. This Association is highly indebted to this luminary for the co-operation extended in achieving this Herculean task. Special thanks to Er. Arji Ravi, ADE/MPP for designing cover page effectively.

This Association hopes that this effort of bringing out the updated Service Regulations will serve in a big way the need of all the employees. Every effort and utmost care has been taken to incorporate all the amendments issued upto 30stApril, 2016. However, this Association cannot claim that we are infallible and some errors might inadvertently crept into this compilation. This Association will be highly thankful if such omissions or any other errors noticed, may be brought to our notice for incorporating the same.

Er. R.Ravindra Kumar
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TRANSMISSION CORPORATION OF A.P.LIMITED
VIDYUT SOUDHA:HYDERABAD-82

Office Order No.Addl.Secy/DIR/A.S.(Reg)PO.I(2)409/98-3, dt.18-2-99.

Sub:-TRANSCO of A.P. Ltd. - Proceedings, Delegation of Powers authorizations etc., in APSEB - Continuance – Orders – Issued.

Ref:- Minutes of meetings of Transco of A.P. Ltd., dated 1-2-99.

\- - -

By virtue of Andhra Pradesh Power Reforms Project Act 1998 two separate entities have come into existence namely Transco of A.P. Limited and A.P. Power Generation Corporation Limited Board with effect from 1-2-1999 in place of Andhra Pradesh State Electricity Board.

2. In its 2nd Board Meeting of Transco of A.P. Limited held on 1-2-99 it was resolved that all existing Board Proceedings and orders etc., whatsoever in existence as on 31-1-99 in Andhra Pradesh State Electricity Board be continued in the same manner and on the same terms and conditions in the Transco of A.P.Limited with effect from 1-2-99 as if the same have been issued by the Transmission Corporation of A.P.Limited.

3. To run the administration without hindrance in the absence of specific orders, the Transmission Corporation of A.P.Limited after careful consideration directs that the existing Board Proceedings, the delegation of powers, authorisations, general and special powers of representatives, consultants, approvals given for execution of documents, deeds etc., as was in existence as on 31-1-99 in Andhra Pradesh State Electricity Board be continued in the same manner and on the same terms and conditions with effect from 1-2-99 until further instructions.

4. All the Heads of Departments, Officers under the control of Transmission Corporation of A.P. Limited, are requested to follow to the above instructions accordingly.

A.K.KUTTY
Director

ANDHRA PRADESH STATE ELECTRICITY BOARD

ABSTRACT

REGULATIONS – Andhra Pradesh State Electricity Board Regulations under section 79(c) of Electricity (Supply) Act, 1948 – Andhra Pradesh State Electricity Board Service Regulations – Part-I – Issued.

B.P.Ms.No.548 Dated: 21-08-1967

Read the following:-

1. Andhra Pradesh State Electricity Board letter.No.265-05-J1/66-3, dt.10-5-1967.
2. From the Government Lr.No.2670-F1/66-4, P.W. dt.17-06-1967.

***

PROCEEDINGS:-

In exercise of the powers conferred by clause (c) of Section 79 of the Electricity (Supply) Act, 1948 (Central Act LIV of 1948) the Andhra Pradesh State Electricity Board hereby makes the Andhra Pradesh State Electricity Board Service Regulations Part-I annexed to this B.P.

2. These Regulations will be come into effect from the date that will be specified by the Board in due course.

D.SANKARAGURU SWAMY,
SECRETARY

To
The Secretary,
Andhra Pradesh State Electricity Board.
Copy to:
The C.E.E. (Projects) etc., etc., etc., etc.,

//FORWARDED BY ORDER//

Sd/-
Section Officer

ANDHRA PRADESH STATE ELECTRICITY BOARD

ABSTRACT

REGULATIONS – The Andhra Pradesh State Electricity Board Regulations framed under section 79 (c) of the Indian Electricity (Supply) Act, 1948 – Brining into force – Notification – Issued.

B.P.Ms.No.199 Dated: 04-03-1970.

PROCEEDINGS:-

The following notification shall be published in the Andhra Pradesh State Gazette.

NOTIFICATION

In exercise of the power conferred in Clause (c) of Section 79 of the Electricity (Supply) Act 1948 (Central Act LIV of 1948), the Andhra Pradesh State Electricity Board directs that the Regulations already published in the Andhra Pradesh Gazette as detailed below shall be brought into force with immediate effect.

Name of the Regulations			Details of Gazette where published
1.	The Andhra Pradesh State Electricity Board Service Regulations Part-I.		Supplement to part-II of the A.P. Gazette dated 28th March, 1968.
2.	The Andhra Pradesh State Electricity Board Service Regulations Part-II.		- do -
3.	The Andhra Pradesh State Electricity Board Service Regulations Part-III.		Part-II Gazette dated 12-2-1970.
4.	The Andhra Pradesh State Electricity Employees Leave Regulations.		Supplement to part-II of the A.P. Gazette dated 28-3-1968.
5.	The Andhra Pradesh State Electricity Board Special Pay and Allowances Regulations.		Supplement to part-II of the A.P. Gazette dated 28-3-1968.

6.	The Andhra Pradesh State Electricity Board, GPF Regulations.		Supplement to part-II of the A.P. Gazette dated 28-3-1968.
7.	The Andhra Pradesh State Electricity Board Pension Regulations.		Part-II of the A.P. Gazette dated 05-02-1970.

(BY ORDER AND IN THE NAME OF THE ANDHRA PRADESH STATE ELECTRICITY BOARD)

R.M.SASTRY
SECRETARY

I N D E X

ANDHRA PRADESH STATE ELECTRICITY BOARD SERVICE REGULATIONS

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ANDHRA PRADESH STATE ELECTRICITY BOARD

ABSTRACT

REGULATIONS – Andhra Pradesh State Electricity Board Regulations under section 79(c) of Electricity (Supply) Act, 1948 – Andhra Pradesh State Electricity Board Regulations – Part II – Issued.

B.P.Ms.No.547 Dated: 21-08-1967

Read the following:-

3. Andhra Pradesh State Electricity Board letter.No.29168-J1/65-3, dt.29-06-66.
4. From the Government Lr.No.2670-E1/66-4, P.W. dt.17-06-1967.

***

PROCEEDINGS:-

In exercise of the powers conferred by clause (c) of Section 79 of the Electricity (Supply) Act, 1948 (Central Act LIV of 1948) the Andhra Pradesh State Electricity Board hereby makes the Andhra Pradesh State Electricity Board Service Regulations Part-II annexed to this B.P.

2. These Regulations will be come into effect from the date that will be specified by the Board in due course.

D.SANKARAGURU SWAMY,
SECRETARY

To
The Secretary,
Andhra Pradesh State Electricity Board.
Copy to:
The C.E.E. (Projects) etc., etc., etc., etc.,

//FORWARDED BY ORDER//

Sd/-
Section Officer

ANDHRA PRADESH STATE ELECTRICITY BOARD

ABSTRACT

REGULATIONS – The Andhra Pradesh State Electricity Board Regulations framed under section 79(c) of the Indian Electricity (Supply) Act, 1948 – Brining into force – Notification – Issued.

B.P.Ms.No.199 Dated: 04-03-1970

PROCEEDINGS:-

The following notification shall be published in the Andhra Pradesh State Gazette.

NOTIFICATION

In exercise of the power conferred in Clause (c) of Section 79 of the Electricity (Supply) Act 1948 (Central Act LIV of 1948), the Andhra Pradesh State Electricity Board directs that the Regulations already published in the Andhra Pradesh Gazette as detailed below shall be brought into force with immediate effect.

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6.	The Andhra Pradesh State Electricity Board, GPF Regulations.		Supplement to part-II of the A.P. Gazette dated 28-3-1968.
7.	The Andhra Pradesh State Electricity Board Pension Regulations.		Part-II of the A.P. Gazette dated 05-02-1970.

(BY ORDER AND IN THE NAME OF THE ANDHRA PRADESH STATE ELECTRICITY BOARD)

R.M.SASTRY
SECRETARY

ANDHRA PRADESH STATE ELECTRICITY BOARD ENGINEERS' ASSOCIATION
SERVICE SECURITY
ESTD.-1956

I N D E X

ANDHRA PRADESH STATE ELECTRICITY BOARD SERVICE REGULATIONS

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ANDHRA PRADESH STATE ELECTRICITY BOARD

ABSTRACT

REGULATIONS – Andhra Pradesh State Electricity Board Regulations Part-III – Publication of notification in the Andhra Pradesh Gazette

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B.P.Ms.No.89 Dated:02-02-1970

PROCEEDINGS:-

The notification annexed shall be published in the Andhra Pradesh Gazettee.

(BY ORDER AND IN THE NAME OF THE A.P.STATE ELECTRICITY BOARD)

K.SATYANARAYANA RAO
JOINT SECRETARY

A N N E X U R E

In exercise of the powers conferred by clause (c) of section 79 of the Electricity (Supply) Act 1948 (Central Act LIV of 1948) the Andhra Pradesh State Electricity Board hereby makes the Andhra Pradesh State Electricity Board Service Regulations Part-III.

These Regulations will come into effect from the date that will specified by the Board in due course.

ANDHRA PRADESH STATE ELECTRICITY BOARD

ABSTRACT

REGULATIONS – The Andhra Pradesh State Electricity Board Regulations framed under section 79 (c) of the Indian Electricity (Supply) Act, 1948 – Brining into force – Notification – Issued.

B.P.Ms.No.199 Dated: 04-03-1970.

PROCEEDINGS:-

The following notification shall be published in the Andhra Pradesh State Gazette.

NOTIFICATION

In exercise of the power conferred in Clause (c) of Section 79 of the Electricity (Supply) Act 1948 (Central Act LIV of 1948), the Andhra Pradesh State Electricity Board directs that the Regulations already published in the Andhra Pradesh Gazette as detailed below shall be brought into force with immediate effect.

Name of the Regulations			Details of Gazette where published
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2.	The Andhra Pradesh State Electricity Board Service Regulations Part-II.		- do -
3.	The Andhra Pradesh State Electricity Board Service Regulations Part-III.		Part-II Gazette dated 12-2-1970.
4.	The Andhra Pradesh State Electricity Employees Leave Regulations.		Supplement to part-II of the A.P. Gazette dated 28-3-1968.
5.	The Andhra Pradesh State Electricity Board Special Pay and Allowances Regulations.		Supplement to part-II of the A.P. Gazette dated 28-3-1968.

6.	The Andhra Pradesh State Electricity Board, GPF Regulations.		Supplement to part-II of the A.P. Gazette dated 28-3-1968.
7.	The Andhra Pradesh State Electricity Board Pension Regulations.		Part-II of the A.P. Gazette dated 05-02-1970.

(BY ORDER AND IN THE NAME OF THE ANDHRA PRADESH STATE ELECTRICITY BOARD)

R.M.SASTRY
SECRETARY

I N D E X

ANDHRA PRADESH STATE ELECTRICITY BOARD
SERVICE REGULATIONS

PART – III

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ANDHRA PRADESH
STATE ELECTRICITY BOARD

Service Regulations

PART - I

1. These Regulations may be called the Andhra Pradesh State Electricity Board Employees Service Regulations, Part I and shall come into force from such date as may be fixed by the Board and may have retrospective effect from such date as may be generally or in specific cases orders by the Board.

Provided that past cases decided on the basis of the existing Rules and Regulations shall not be reopened unless the Board specifically orders a review in any particular case.

2. Except where it is otherwise expressed or implied, these regulations with such amendments as may be effected by the Board from time to time shall apply to the monthly paid (on time-scale of pay) employees of the Government of Andhra Pradesh who have opted for service under the Board and to the monthly paid employees recruited on and after 1-4-1959.

Provided that employees of the Government of Andhra Pradesh whose services have been transferred to the Bored shall have the option to be governed by the rules governing the conditions of service applicable to them under the Government as on the date prior to the date of their transfer. Such option shall be exercised within such time as may be prescribed by the Board.

3. (a) The Board may obtain servants of the Central or the State Government on deputation for appointment under the Board and the terms of deputation of such person or persons will be as may be agreed upon by the Board and the Central or State Government, as the case may be, in each case, and except in so far as they are not regulated by the terms of deputation they will be governed by the provisions of these regulations.

(b) State or Central Government servants on deputation to the Andhra Pradesh State Electricity Board shall be liable to be recalled by their parent Government Departments. The parent Government

Departments may recall such of the Government servants whom the Andhra Pradesh State Electricity Board desires to revert, provided that adequate notice in each case of recall or reversion is given by the parent Departments of the Government or the Andhra Pradesh State Electricity Board, as the case may be, to the other.

(c) The Board may also appoint any person or persons on contract on such terms as may be considered necessary and in such cases the conditions and classifications of the service of such persons shall, except in so far as they are not governed by the terms of contract, be regulated by the provisions of the regulations framed by the Board.

(d)[1] The Board may absorb a person appointed on contract basis into the Board corresponding cadres in the Board's Service on a permanent basis. Such persons may, in the discretion of the Board, be given credit for the full period of their contract service or part thereof and thereupon such service shall be taken into account for all purposes, including seniority, probation, leave and pension.

4. The Andhra Pradesh State Electricity Board shall have the right of interpreting these regulations and its decision shall be final and binding.

5. The Board may delegate any of its power under these regulations to the Chairman or any office under it. No person other than the competent authority prescribed under these regulations shall exercise or delegate powers under these Regulations without the general or specific orders from the Andhra Pradesh State Electricity Board.

6. The Board may adopt its own classification of service, re-arrange grades, refix responsibilities and prescribe minimum educational, technical and other qualifications as may be considered suitable for making selection and appointments to posts in each class of service.

7. All employees joining the service of the Board shall be deemed to be new entrants into the service of the Board and their retention or otherwise in employment will depend on the result of the Board's review of the staff requirements from time to time depending on the exigencies of works. The staff of the Government of Andhra Pradesh, who have opted for service under the Board, will hold on the date of their transfer, the status under the Board corresponding to

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[1] Clause (d) added below the existing Reg. 3 (c) by B.P.Ms.No.818, dt.26-09-1979.

that held by them under the Government on the date prior to the date of their transfer to the Board. The services rendered by them under the Government will count for purposes of seniority, probation, increment, leave, pension etc., as if it were a service rendered to the Board.

8. There shall be common hours of attendance as may be prescribed by the Board for different categories of employees which may be adjusted by the competent authorities according to the exigencies of work.

9. All servants of the Board shall perform such duties and carry out such functions as may be entrusted to them.

10. Unless there be something repugnant in the subject or context, the terms defined in this chapter are used in these regulations in the sense here explained:

1) The Act means the Electricity (Supply) Act, 1948 (Central Act 54 of 1948).

2) [1](a) Every Board Employee shall, within one month from the date on which he joins duty, make a declaration as to his date of birth.

(b) On receipt of the declaration made under sub-rule (a) the Head of Office or any other officer who maintains the service records in respect of such Board Employee shall, after making such enquiry as may be deemed fit, with regard to the declaration and after taking into consideration such evidence, if any, as may be adduced in respect of the said declaration, make an order within four months from the date on which the Board Employee joins service, determining the date of his birth.

Provided that in cases where the date of birth as determined under this sub-rule is different from the one declared by the Board employee concerned under sub-rule (a), he shall be given an opportunity of making a representation before a final order is made.

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[1]. Reg. 10 (2) (a) to (h) substituted by B.P.Ms.No.972, dt.5-11-84 in place of existing Regulations 10 (2) (a) to (d).

(c) Where a Board Employee fails to make declaration within the time specified in sub-rule (a) the Head of office or the Officer who maintains the service records shall, after taking into consideration such evidence as may be available and after giving an opportunity of making a representation to the Board employee concerned, determine the date of birth of the employee within six months from the date on which the Board Employee joins service.

(d) The date of birth determined under this rule shall be entered in the service record of the employee concerned duly attested by the Head of the Office or the Officer who maintains the service records and the date of birth so entered shall be final and binding and the Board Employee shall be stopped from disputing the correctness of such date of birth. A certified Photostat copy of the birth extract may be passed in the service register. Name and designation of the officer opening the Service Register must be clearly written in capital letters to hold him responsible at any time for any discrepancy.

(e)[1] The date of birth as determined on the basis of the school records or any proof produced at the time of entering into service and entered in the service record shall be final and no subsequent variation of date of birth in the school records for any reason, shall be relevant for the purpose of service, and on that basis the date of birth entered in the service records shall not be altered except in the case of bonafide clerical error, under the orders of the Board.

(f) The date of birth of a Board Employee who has been appointed before 5-11-1984 and whose service register has not been opened shall be recorded in the manner laid down in regulation 10(2)(a) to (e).

(g)[2] (i) No Board employee in service before 5-11-1984 whose date of birth has been recorded in the service register in accordance with the regulations applicable to him

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[1]. Reg. 10 (2) (e) substituted by B.P.Ms.No.279, dt.31-10-94.
2. Reg. 10 (2) (g) substituted by B.P.Ms.No.279, dt.31-10-94.

OR

Whose entry relating to date of birth became final and binding under the regulations in force prior to 5-11-84 shall be entitled to claim alteration of his date of birth.

(ii) No subsequent variation of the date of birth in the school records shall be relevant for the purpose of service nor shall such variation be valid ground for ordering an alteration of the date of birth by any Court, Tribunal or other authority.

3) **'Average Pay'** means the average monthly pay earned during the ten completed months immediately preceding the month in which the event occurs which necessitates the calculation of average pay.

4) The Board means the Andhra Pradesh State Electricity Board.

5) **Compensatory Allowance** means an allowance granted to meet personal expenditure necessitated by the special circumstances in which duty is performed and it includes traveling allowance also.

6) **Competent Authority:** A competent authority in respect of any employee is, in so far as any power delegated under these regulations is concerned, the authority to which such power has been delegated and where no such specific delegation has been made, the competent authority, unless otherwise stated, the authority, in whom the power to appoint such employee has been, or is, vested from time to time by the Board.

A competent authority in respect to the exercise of any power other than that mentioned above is the Board or the authority to which power has been delegated by the Board for the purpose of these regulations.

7) **"Day"** means a calendar day beginning and ending at midnight.

8) **Duty:** A person is said to be on duty :-

(a) where he is performing the duties of a post or undergoing the probation, instruction or training prescribed for a post in class of service.

(b) When he is on joining time; or

(c) When he is absent from duty on authorized holidays or on casual leave taken in accordance with the instructions regulating such leave issued by Board, having been on duty immediately before and after such absence.

(d) When he is absent during a course of instruction or training or deputation in India or abroad, authorized by the Board or when he is absent during a course of instruction, or training in any one of Circles or Workshops under the Andhra Pradesh State Electricity Board or in any outside agencies in the Andhra Pradesh State authorized by the competent authority.

Note: (1) The number of days actually required by a Board servant for proceeding to and returning from the station at which an obligatory departmental examination or an optional departmental examination which he is permitted to attend is held will be treated as a period of duty in addition to the day or days of examination. The concession shall not be granted more than twice for the same optional examinations.

Note: (2) When a Board servant on return from leave has compulsory wait for orders of posting, such period of waiting should be treated as duty.

The periods of absence from duty, pay to be allowed, in respect of employees of the Board enrolled in Territorial Army, Auxiliary Air Force and of Reservists employed under the Board will be regulated as under:-

(1) Employees enrolled in the Territorial Army:-

1) Absence from duty :-

The period of absence from duty in the following cases will be treated as duty for purpose of leave:-

(a) Period spent in training, Course of instruction, or Camps

(b) Period spent for interview or for attending medical examination at the time of recruitment or commissioning; and

(c) Absence when called up for military duty in aid of civil power or embodied for supporting or supplementing to regular forces.

(2) Pay :-

(a) During the periods spent on training courses of instructions or camps in the Territorial Army, employees will be allowed the rates of pay and allowances admissible to them in Board's Service in addition to the military pay and allowances which they might receive from the defence Services Estimates according to the military rank they held in the Territorial Army.

(b) Employees who are called up for or embodied under Section 7(3) of the Territorial Army Act and whose rates of pay at the time in Board's service are higher than the military rates of pay and allowances will be allowed to draw pay at the rates which they would have received had they remained in Board's service.

The difference between the civil and military pay and allowances shall constitute a charge against the Board. The civil pay in full for the period from the date of last payment in the post held under the Board upto the date of joining the Territorial Army Unit will also be a charge against the Board.

(3) **Appointment of substitutes:-** Substitutes may be appointed in the place of employees absent from duty in connection with the Civil Defence or Territorial Army or the Home Guards organization but he appointing authority shall see that as far as possible no substitute is appointed when the period of absence is less than one month.

(4) **Leave, acting promotions, etc.:-** During the absence referred to in item (1)(c) above, a regular employee will continue to be governed by the leave regulations applicable to him in Board's service before transfer to military duty. Acting promotions may be made in the place of such employee. The interests of an employee on military duty will be protected under the service regulations. The military service will count for increment in the civil post to the extent he would hold the post but for his absence.

(5) Regulation of leave, leave salary etc., when called for embodiment or when employed on the permanent staff of the Territorial Army, under rule, 21-A of the Territorial Army Act Rules 1948.

(i) The employees of the Board embodied on the permanent staff of the Territorial Army units will be governed by the Leave Regulations applicable to them in Board's Service.

(ii) The pay and allowances at military rates, for the period of leave actually earned by the employee under the leave regulations applicable to them in Board's service during service in the Territorial Army, will be debited to the Defence Service Estimates. Even if the leave is availed of after reversion from the Territorial Army the leave allowance at military rates will be the liability of the Defence Services Estimates. The difference, if any, between the Civil leave salary and military pay and allowances if the former are higher, will be charged to the Board. If the leave taken by such individuals while serving with the Territorial Army is in excess of what has been earned under the Board's regulations in respect of service rendered under the Territorial Army, the pay and allowances for the excess period of leave will be admissible at Civil rates and will be charged in their entirely to the Board.

(iii) The employees embodied for services course of instructions and attachment are entitled to military pay and allowances, plus the difference between civil and military pay and allowances, where the former is higher. This difference will be charged against the Board. Besides, they are also entitled to count such period of embodiment towards their civil increments, leave, pension and promotions. Employees embodied on the permanent staff of the Territorial Army units will also be entitled to identical treatment.

(iv) Leave Salary of the Board employees embodied for service course of instructions and attachment will be regulated and apportioned between Defence Service Estimates and the Board in the same manner as in (ii) above.

II. Employees enrolled in the Auxiliary Air Force:-

(1) Absence from duty :-

(a) The period of absence from duty of an employee for the purpose of interview or other test or medical examination at the time of recruitment or commissioning in the Auxiliary Air Force shall be treated as casual leave or to the extent that casual leave is not due as special casual leave. The absence of a member of the Auxiliary Air Force when required to report for medical examination shall be treated as special casual leave.

(b) The period of absence of permanent employees when called up for service in aid of the Civil Power Service, shall be treated as duty for purposes of leave. The Air Force service will count for increment in the post in Board's service in the same way as if the had put in the period of service in the Board appointment.

(2) Pay :-

(a) Employees shall be allowed during the period of annual training, pay and allowances according to their rank in the Auxiliary Air Force from the Defence Services Estimates in addition to Civil emoluments which will be reduced by the amount of dearness and compensatory (City) allowances already included in the Auxiliary Air Force Pay and Allowances. They shall be allowed during the non-continuous period of training, pay and allowances according to their ranks in the Auxiliary Air Force from the Defence Service Estimates in addition to civil emoluments.

(b) If at any time during Air Force Service, the Civil Pay and Allowance which an employee would have received had he remained in civil employment are higher than the Air Force Pay and Allowances, he shall be allowed to draw pay and allowances at civil rates and the difference between the civil pay and allowances and Air Force Pay and Allowances shall constitute a charge against the Board.

(3) Leave, acting promotions etc.:- Employees called up for Air Force duty will continue to be governed by the leave regulations of the Board before transfer to Air Force Service. Officiating promotion of appointment may be made in the place of the employees who are called up for Air Force duty.

(4) Temporary employees and persons on work charged establishment when they are in Air Force duty shall be treated in the same way as permanent employees and the concessions mentioned in items (1) to (3) above shall be extended to them so long as the posts in which the persons concerned were employed continue to exist. If the posts are abolished while they are in Air Force duty, they should be treated to have ceased to be in Civil employment for the above purpose. But on release from Air Force duty, all such persons shall be absorbed in the posts in which they would have continued but for their military duty subject to the posts being available, the period of absence from civil posts being treated as duty for all relevant purposes.

III. Reservists employed under the Board:-

(1) Absence from duty :-

(a) The periods spent in Reservist training and on the journey training and on the journey to and from the place of training will be treated as duty for purposes of civil leave and increment in civil post.

(b) Reservists appointed purely under the emergency provisions to posts in the Board, will be granted extra ordinary leave without allowances for the period of their military training subject to the condition that they would have continued to act in the post during that period but for their undergoing the training. The period of absence, if any, before or after the period of military training, for which period the pay is not drawn by the military authorities, shall, however, be treated as leave to which individuals are eligible.

(2) **Pay**:- Members of the Indian Fleet Reserve and Army and Air Force Reservists employed under the Board shall be allowed the difference between the Civil and Naval, Army, or Air Force Pay, as the case may be, and also the allowances admissible in the later, for the period spent by them on training. They shall also be paid civil pay and allowances for the period of their transit to and from the places of training. They will not

however, be eligible for any traveling concession from the Board for these transit periods.

(3) **Appointment of substitutes :-** Substitutes may be appointed in the place of Reservists when called up for periodical military training as and when the exigencies of the case require the appointment of substitute.

(4) **Foreign Service** means service in which an employee receives his pay with the sanction of the Board from any sources other than the revenues of the Board.

(5) **Government** means the Government of Andhra Pradesh.

(6) **Joining time** means the time allowed to an employee of the Board in which to join a new post or to travel to a station to which he is posted.

(7) **Holiday** means any day declared as such by the Board or any competent authority to whom power has been delegated by the Board, generally or for specified employees or class of employees.

(8) **Leave** salary means salary payable to an employee on leave.

(9) **Lien** means the title of an employee to hold substantively either immediately or on the termination of a period or periods or absence, a permanent post, to which he has appointed substantively.

(10) **Month** means a calendar month. In calculating a period expressed in terms of months and days, complete calendar months irrespective of the number of days in each, should first be calculated and the odd number of days calculated subsequently.

Note:- Calculation of Calendar Months.

In calculating a period of 3 months and 20 days from 25th January, 3 months should be taken as ending on 24th April, and the 20 days on 14th May. In the same way, the period from 30th January to 2nd March should be reckoned as one month and two days, because one month from 30th January ends on 28th February. A period of one month 29 days commencing from the 1st January will expire in an ordinary year (in which February is a month of 28 days on the last day of February because a period of 29 days can not obviously

means to exceed a period of full calendar month and leave for two months from 1st January would end on the last day of February. The same would be case if February were a month 29 days or if the broken periods were days (in an ordinary year).

(11) **Officiate:-** An employee officiates in a post when he performs the duties of a post on which another person holds a lien. The Board may, if it thinks fit, appoint an employee to officiate in a vacant post in which no other employee holds a lien.

Note:-(1) The authority which has power to make a substantive appointment to a vacant post may appointment a Board servant to officiate unit.

(2) A post vacated by a Board servant who has been dismissed should not be filled substantively pending the result of such appeal as the rules permit.

(12) **Pay** means the amount drawn monthly by a Board employee as –

(i) The pay, other than special pay or pay granted in view of this personal qualifications which has been sanctioned for a post held by him substantively or in an officiating capacity, or to which he is entitled by reasons of his position in a cadre; and

(ii) Technical pay, special pay and personal pay; and

(iii) Any other emoluments which may be specially classed as pay by the Board.

(13) **Permanent Post** means post carrying a definite rate of pay sanctioned without limit of time.

(14) **Personal Pay** means additional pay granted to an employee –

(a) to save him from a loss of substantive pay in respect of a permanent post due to a revision of pay or to any reduction of such substantive pay otherwise than as a disciplinary measure; or

(b) In exceptional circumstances, on other personal considerations.

(15) **Presumptive Pay** of a post when used with reference to any particular Board servant, means the pay to which he would be entitled, if he held the post substantively and were performing its duties, but it does not include special pay unless the Board servant

performs or discharges the work or responsibility or is exposed to the unhealthy conditions, in consideration of which the Special Pay was sanctioned.

Note:- The first part of the definition is intended to facilitate the use of the term in relation to a Board servant who has been absent from a post for some time but still retains a lien on it.

(16) Special pay means an addition, of the nature of pay, to the emoluments of a post of an employee, granted in consideration of-

(a) the specially arduous nature of the duties; or

(b) a specific addition to the work or responsibility; or

(c) the unhealthiness of the locality in which the work is performed.

(17) Subsistence grant means a monthly grant made to an employee who is not in receipt of pay or leave salary.

(18) Substantive pay means the pay other than special pay personal pay or emoluments classed as ay by the Board under Regulation 10 (12) (iii) to which an employee is entitled on account of a post to which he has been appointed substantively or by reasons of his substantive position in a cadre.

(19) Temporary post means a post carrying a definite rate of pay sanctioned for a limited time.

(20) (a) Time scale pay means pay which, subject to any conditions prescribed in these regulations, rises by periodical increments from a minimum to a maximum.

(b) Time scales are said to be identical if the minimum, the maximum, the period of increments and the rate of increment of the time scale are identical.

(c) A post is said to be on the same time-scale, if the two time-scales are identical and the posts fall within a cadre, or a class in a cadre, such cadre or class, having been created to in order to fill all posts involving duties of approximate by the same character or degree of responsibility, in a service or establishment or group of establishments so that the pay of the holder of any particular post is determined by his position in the cadre or class and not by the fact that he holds the post.

(21) Travelling Allowance means an allowance granted to an employee towards the expenses which he incurs in traveling for the discharge of his duties. It includes allowances granted for the maintenance of conveyances.

11. (a) Appointments to various posts in the Board shall be made by the Board or by the Competent Authority in accordance with the powers vested in them by the Board from time to time.

(b) All first appointments shall be made by the appointing authority from a list of approved candidates prepared in a manner prescribed by the Board. Where the names of the candidates are arranged in their order of preference, appointments shall be made in such order.

12. All appointments shall, unless otherwise specified, be on probation in the first instance for such period as may be prescribed.

13. A regular employee is an employee who has been appointed on a regular basis in accordance with the provisions of these regulations and odes not include an employee appointed temporarily under regulation 14 of Service Regulations Part II.

14. Substantive appointment is an appointment made on a regular basis in a permanent post without limit of time.

15. (a) Every candidate who applies for direct recruitment to any class of service shall, when required to do so, produce a certificate of physical fitness in the form prescribed in the Annexure.

(b) Any candidate selected may, pending production of the certificate, be appointed on such terms as may be laid down by the competent authority subject to his being found physically fit, but such appointment shall be terminated if he is subsequently found to be physically unfit.

Provided that in the case of a person appointed by direct recruitment to the posts of Tracer, Dafedar, [1]Office Subordinate, Watchman, Sweeper, Gardener or Scavenger, he shall be required to produce a certificate of physical fitness only at the time of his appointment as a full member.

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[1] . "Attender" is redesignated as "Office Subordinate" in T.O.O. (Addl.Secy.-Per) Ms.No.237, dt.10-11-2006.

16. (a)[1] **Age of Retirement:-**

(1) The date of retirement on superannuation of an employee of the Board other than Class IV employees is the date on which he attains the age of 58 years and of a Class IV Employee the date on which he attains 60 years.

(2) Non-Workmen who had attained 55 years of age on any day after August 2, 1984 will not retire on August 31, 1984 but will continue in service till they attain the prescribed superannuation age of 58 years.

(b) An employee under suspension on a charge of misconduct should not be required or permitted to retire on his reaching the date of compulsory retirement, but, should be retained in service until the enquiry into the charge is concluded and final order passed thereon by the competent authority.

(c) Whether an employee referred to in clause (b) above is fully exonerated or not, shall be considered to have been on extension of service, for the period from the date of compulsory retirement to the date of termination of the proceedings.

Note: When an employee is required to retire, revert or cease to be on leave, on attaining a specified age, the day on which he attains that age is reckoned as a non-working day and the employee must retire, revert or cease to be on leave (as the case may be) with effect from and including that day.

17. Every employee will normally have a weekly holiday and such other holidays including National and Festival holidays as are prescribed by the Board from time to time.

18. If an employee assumed or relinquishes charge of a post after 12 Noon on any day, he shall be deemed to have assumed or relinquished the charge on the following day.

Note: (1) Ordinarily, the duties of a post shall be assumed and given up by the relieving and relieved employee simultaneously at headquarters both of them being present. In the case of employees in Class I or II service both should sign a certificate

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[1] . Reg.16(a)(1) & (2) substituted by B.P.Ms.No.852, dt.31-8-1984. Earlier 16(a) substituted by B.P.Ms.No.971, dt.3-12-1980; Again 16(a) was substituted by B.P.Ms.No.206, dt.25-2-1983.

indicating the place and the date and hour at which the change in the incumbency of the post has taken place. The transfer should ordinarily not taken place on a Sunday.

(2) The Board in the case of the Chief Engineer, the Chairman in the case of the Secretary, the [1]Assistant Secretary to the Board and other officers of the Personnel & General Services and the Chief Engineer in the case of other Class I and II service employees may direct that the transfer shall be effected at a specified place other than the headquarters or that the two employees concerned shall communicate to one another by post or telegram that they have respectively assumed or given up the duties of a post with effect from the specified date.

The above direction may be issued only for special reasons of a public nature. The exact nature of the reasons should be recorded as a part of the order, full consideration being given to the financial effect which the order will produce.

(3) Transfer of an employee in Class I or II Service is not completed until the certificate of transfer of charge has been signed by both the relieving and the relieved employees. When once signed, the relieved employee must be regarded as on joining time and must take charge of his new office before its expiry. Ordinarily, the transfer should be completed before the expiry of the joining time of the relieving employee and it is his duty to arrive at the place of transfer in time to enable him, within his joining time to complete the transfer. In cases in which the relieving employee does not sign the transfer certificate within this period, he should be treated as having exceeded his joining time.

19. The employees in the service of the Board shall be eligible for such of the retirement benefit schemes, as may be prescribed by the Board.

20. Unless in any case, it be otherwise distinctly provided, the whole time of an employee of the Board is at the disposal of the Board which pays him, and he may be employed in any manner required by proper authority, without claim for additional remuneration.

21. a) Two or more Board servants can not be appointed substantively to the same permanent post at the same time.

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[1] . Deputy Manager is redesignated as Assistant Secretary in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

b) A Board servant can not be appointed substantively, except as a temporary measure, two or more permanent post at the same time.

c) A Board servant can not be appointed substantively to a post on which another Board servant holds a lien.

22. Unless in any case it be otherwise provided in these Regulations, an employee of the Board on substantive appointment to any permanent post acquires a lien on that post and ceases to hold any lien previously acquired on any other post.

23. Unless his lien is suspended under regulation 24 or transferred under Regulation 26 an employee holding substantively a permanent post retains a lien on that Post:-

(a) while performing the duties of that post;

(b) while on foreign service, or holding a temporary post, or officiating in another post;

(c) during joining time on transfer to another post, unless he is transferred substantively to a post on lower pay in which case his lien is transferred to the new post from the date on which he is relieved of his duties in the old post.

(d) While on leave other than the refused leave granted after the date of compulsory retirement;

(e) While under suspension; and

(f) While absent during a course of instruction or training or on deputation.

24. (a) The Board shall suspend the lien of an employee on a permanent post if he is appointed in a substantive capacity provisionally, to a post on which another employee would hold a lien had his lien not been suspended under this Regulation.

(b) The Board may, at its option, suspend the lien of an employee on a permanent post which he holds substantively if he is transferred to foreign service, or, in circumstances not covered by clause (a) of this regulation, is transferred whether in a substantive or officiating capacity, to a post in another cadre, and if in any of these cases there is reason to believe that he will remain absent

from the post on which he holds a lien for a period of not less than three years.

Provided that the provisional confirmation of an employee in any post shall not be suspended and another employee confirmed provisionally on the same post.

(c) If an employee's lien on a post is suspended under clause (a) or (b) of this regulation, the post may be filled substantively, and the employee appointed to hold it substantively shall acquire a lien on it; provided that the arrangements shall be reversed as soon as the suspended lien revives.

Note:- This clause shall also apply to a post in a selection grade of a cadre.

(d) An employee's lien which has been suspended under clause (a) above shall revive as soon as he ceases to hold a lien on a post of the nature specified in that clause.

(e) An employee's lien which has been suspended under clause (b) of this regulation shall revive as soon as he ceases to be on foreign service or to hold a post in another cadre, provided that a suspended lien shall not revive because the employee takes leave if there is reason to believe that he will, on return from leave, continue to be on foreign service or to hold a post in another cadre and the total period of absence on duty will not fall short three years or that he will hold substantively, a post of the nature of specified in clause (a).

(g) The lien of an employee can not be suspended while he is on probation in another post. If the employee completes the period of probation satisfactorily, suspension of lien may be made with retrospective effect from the date on which the employee was transferred to other duty, provided that the conditions in Regulation 24 (b) are otherwise satisfied.

Delegation under regulation 24 (b)

The Chief Engineer is empowered to suspend the lien in respect of any post to which he or his subordinate authority can appoint.

25. (a) An employee's lien on a post may in no circumstances be terminated, even with his consent if the result will be to leave him without a lien or a suspended lien upon a permanent post.

(b) In a case in which the lien of an employee on a permanent post is suspended, the suspended lien may not, except on the written request of the employee concerned be terminated on his appointment substantively to a permanent post outside the cadre on which he is borne while the employee remains in Board service.

Note:- The competent authority may refuse consent to a Board employee being confirmed or retained in permanent post outside the cadre on which he is borne unless he makes a written request that his lien on the permanent post in his parent office should be terminated.

26. Subject to the provisions of regulation 27 the Board may transfer to another permanent post in the same cadre the lien of an employee who is not performing the duties of the post to which the lien relates, even if that lien has been suspended.

Delegation under regulation 26

The Chief Engineer is empowered to transfer a lien provided that he or an authority subordinate to him is authorized to make appointments to both the posts concerned.

27. (a) The Board may transfer an employee from one post to another, provided that, except:-

1) on account of inefficiency or misbehavior, or,

2) on his written request

an employee shall not be transferred substantively to or, except in a case covered by regulation 54 appointed to officiate in a post carrying less pay than the pay of the permanent post, on which he holds a lien or would hold a lien, had his lien not been suspended under regulation 24.

(b) Nothing contained in clause (a) of this regulation or in regulation 10(14) shall operate to prevent the retransfer of an employee to the post on which he would hold a lien, had it not been suspended in accordance with the provisions of clause (a) of regulation 24.

28. (1) No Board servant shall be granted leave of any kind for a continuous period exceeding five years.

(2) Where a Board servant does not resume duty after remaining on leave for a continuous period of five years, or where a Board servant after the expiry of his leave remains absent from duty, otherwise than on foreign service or on account of suspension, for any period which together with the period of the leave granted to him, exceeds five years he shall, unless the Board in view of the exceptional circumstances of the case otherwise determines, be deemed to have resigned and shall accordingly cease to be in Board employment.

[1](3) Deleted.[2]

[3](3) (a) An employee of APTRANSCO shall be deemed to have resigned from the service if he –

1. is absent without authorisation for a period exceeding ‘one year’ or
2. remains absent from duty for a continuous period exceeding five years, with or without leave; or
3. continues on foreign service beyond the period approved by APTRANSCO.

Provided that a reasonable opportunity to explain the reason for such absence or continuation on foreign service shall be given to the employee before the provisions of this regulations are invoked.

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1 . Reg.28(3) added by B.P.Ms.No.930, dt.18-12-1982.
2 . Reg. 28(3) deleted by T.O.O. (Addl.Secy-Per) Ms.No.225, dated 27-10-06.
3 . Reg.(28)(3)(a) added by T.O.O.(Addl.Secy.-Per) Ms.No.225, dt.23-01-2008.

(4)[1] Any employee of the Board, while working in the Board or on deputation or otherwise holding a post outside the office other than his own, when appointed to a post either on promotion to any higher category or to a post on recruitment by transfer in his parent department, he shall be allowed sixty days time to join from the date of his relief. Where any Board employee fails to join or evades joining, by applying for leave or otherwise, the new post to which he is so appointed, within the said time of sixty days he shall forfeit all the rights, both present and future for such higher post.

29. **Pay :-**

(1)[2] Except in the case of personal pay granted in the circumstances defined in Reg.10(14)(a), the fixation of the pay in accordance with the regulations in this chapter is within the competence of the appointing authority provided that the pay of Board's servant shall not be so increased as to exceed the pay sanctioned for his post without sanction of an authority competent to create a post in the same cadre on a rate of pay equal to his pay when increased".

(2) Not withstanding any restrictions referred to in or imposed by sub-regulation (1) of this regulation, the Board may grant -

i) Personal pay as defined in Clause (a) of sub-regulation (19) of regulation 10 to any Board servant.

ii) Special pay to any Board servant -

[1] . Reg. 28(4) added by B.P.Ms.No.503, dated 18-06-1985.
[2] . Reg. 29(1) substituted by B.P.(P&G-Per) Ms.No.101, dated 11-08-1995.

29 (3) Fixation of pay under the 'next below' regulation. The following guiding principle will be observed for the working in future of (the convention usually known as) the "next below" regulation as affecting officiating promotions:-

The intention of the principle is that an employee out of his regular line should not suffer by forfeiting acting promotions which he would otherwise have received had he remained in this regular line. From that it follows that the fortuitous acting promotion of some one junior to an employee, who is out of the regular line does not, in itself, give rise to a claim under the 'next below' regulation. Before such a claim is established, it should be necessary that all the employees, senior to the employee who is out of the regular line have been given acting promotion, and also the officer next below him, unless in any case the acting promotion is not given because of inefficiency, unsuitability or leave. In the event of one of these three bars being applicable to the employee immediately below the employee outside his regular line, then some other employee, even more junior, should have received acting promotion and the employees, if any, in between should have been passed over for one of these reasons.

Note:- All cases involving the grant of concession of the 'next below' regulation should, subject to the observance of the guiding principle for its working, be regulated under the regulation 38(3) by the Board.

(4) (a) An employee holding any post substantively should not lose in his substantive pay on his promotion to a higher post on the revised scale of pay, if the substantive pay of an employee is higher than the maximum of the new revised time-scale of pay of a post to which he is promoted, or the new revised pay of such post if it is on a fixed rate of pay, the difference shall be made good by the grant of personal pay.

(b) In cases where an employee of the Board who is granted personal pay to make good the loss in substantive pay on promotion from a lower post to a higher post in the revised scale of pay, is promoted to another higher post, the personal pay also should be taken into account in fixing his pay in the third higher post not withstanding the provisions of the Regulation 10(23).

Example

An officer, drawing a substantive pay of Rs.500/- in the old scale of Rs.300-20-500, was promoted substantively to a higher post on the existing revised scale of Rs.300-25-450. His pay n the lower post was fixed at Rs.450 plus personal pay Rs.50. He was again promoted to a still higher post on the new revised scale of Rs.400-30-520 and his pay in this post was fixed at Rs.520/- with reference to the above orders.

(5) In the case of reemployment of employee of the Board, the authority competent to fix the pay and allowances of the appointments in which they are employed can decided whether the pension is to be held wholly or partly in abeyance or not.

(6) Re-employed pensioners who are in receipt of superannuation or receiving pensions and are re-employed temporarily for specific period should not be given the benefit of the revised scales of pay. Their pay and pension should not together exceed the pay last drawn by them while in service. This regulation will not, however, apply to persons, who retired on compensation or invalid pensions long before they attained age of 55 years as unfit for service in a particular post. The Board may fix the pay of persons of the latter class in the appropriate revised scale of pay. A re-employed pensioner may, in addition, be allowed to draw the special pay attached to the post in which he is re-employed.

30. The initial substantive pay of an employee of the Board who is appointed substantively to a post on a time-scale of pay is regulated as follows:-

(a) If he holds a lien on a permanent post, other than a tenure post, or would hold a lien on such a post had his lien not been suspended.

(i) When appointment to the new post involves the assumption of duties or responsibilities of greater importance (as interpreted for the purposes of the regulation 38) than those attaching to such permanent post, he will draw as initial pay the stage of the time-scale next above his substantive pay in respect of the old post.

(ii) When appointment to the new post does not involve such assumption he will draw as initial pay the stage of the time-

scale which is equal to his substantive pay in respect of the old post, or if there is no such stage, the stage next below that pay, plus personal pay equal to the difference, and in either case will continue to draw that pay until such time as he would have received an increment in the time-scale of the old post or for the period after which a increment is earned in the time-scale of the new post, whichever is less. But if the minimum pay of the time-scale of the new post is higher than his substantive pay in respect of the old post, he will draw that minimum as initial pay.

(iii) When appointment to the new post is made on his own request under regulation 27 and the maximum pay in the time-scale of that post is less than his substantive pay in respect of the old post, he will draw that maximum as initial pay.

(b) If the conditions prescribed in clause (a) are not fulfilled, he will draw as initial pay the minimum of the time-scale.

Provided, both in cases covered in clause (a) and in cases other than cases of re-employment after resignation, removal or dismissal from the public service covered by clause (b), that if he has previously held substantively or officiated in –

(i) the same post, or

(ii) a permanent or temporary post on the same time-scale, or

(iii) a permanent post, other than a tenure post on an identical time-scale or a temporary post on an identical time-scale such post being on the same time-scale as a permanent post.

Then the initial pay shall not be less than the ay other than special pay, or emoluments classes as pay by Board under regulation 19(12)(iii) which he drew on the last such occasion, and he shall count the periods during which he drew that pay on such last and any previous occasion for increment in the stage of the time-scale equivalent to that pay.

If, however, the pay last drawn by the employee of the Board in a temporary post has been inflated by the grant of premature increments, the pay which he would have drawn but for the grant of those increments shall unless otherwise ordered by the authority competent to create the new post, be taken for the purpose of this proviso to be the pay which he last drew in the temporary post.

Note: (1)[1] Omitted.

Note: [2] For the purpose of fixation of pay under the proviso to regulation 30(b), the pay drawn in a post held on temporary basis under regulation 14 of Service Regulations, Part-II shall be treated as officiating pay.

(c) When an employee of the Board is appointed to officiate in a post on a time-scale of pay but has his pay fixed below the minimum of the time-scale under regulation 42 he must not be treated as having effectually officiated in that post within the meaning of regulation 30, or having rendered duty in it within the meaning of regulation 33. Such an employee on confirmation, should have his initial pay fixed under regulation 30(b) and draw the next increment after he has put in duty for the usual period required calculated from the date of his confirmation.

(d) The expression 'if he holds' a lien on a permanent post in regulation 30(1)(a) should be held to include the lien on a permanent post to which an employee of the Board is appointed in a provisionally substantive capacity under regulation 24(c) and the expression 'Substantive pay in respect of the old post' in that regulation be held to include his substantive pay in respect of that provisional substantive appointment, Regulation 30(a) should, therefore, be held to permit the substantive pay in respect of a provisional substantive appointment being taken into account in determining the initial pay.

(e) A time-scale may be of recent introduction, whereas the cadre or class to which it is attached may have been in existence or a grade scale before the time-scale came into force or it may be that one time-scale has taken the place of another.

If an employee of the Board has held substantively or officiated in a post in the cadre or class prior to the introduction of a new time-scale, and has drawn during the period salary or pay equal to a stage, or intermediate between two stages, in the new time-scale, then the initial pay in the new time-scale may be fixed at the salary or pay last drawn and the period during which it was drawn may be counted for increment in the same stage, or the salary or pay was

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1. Note (1) under clause (b) of Reg.30 is omitted by B.P.(P&G-Per) Ms.No.147, dated.19-09-1995.
2. Note (2) under clause (b) of Reg.30 is renumbered as Note by B.P.(P&G-Per) Ms.No.147, dated 19-09-1995.

intermediate between two stages, in the lower stage of the time-scale.

(f) When the next increment in the time-scale of either the new or the old post falls due, the employee of the Board should draw the next increment in the time-scale of the new post, and forthwith loose the personal pay and all connection with the time-scale of his old post. The personal pay is given to an employee of the Board only for the purpose of initial pay and not at any subsequent stage in the time-scale in which the employee of the Board might draw less pay than he would have drawn had he remained in the old time-scale.

(g) When the pay of a post is changed, but not its duties and the old pay is split up into pay and special pay, the initial pay fixed for the holder of the post under the new scale, both pay and special pay should under clause (a)(ii) of the regulation, not exceed his old pay. Thus an employee on Rs.450/- whose post is changed into one Rs.350-25-500 plus Rs.100 special pay should get Rs.350 plus Rs.100 special pay and not Rs.450 plus Rs.100 special pay.

(h) In the case of an employee of the Board whose post is abolished owing to reduction of establishment, and who is provided with an appointment in a new office, his initial pay in the new post should not be fixed under regulation 30(a), as it is not a case of transfer from one scale of pay to another but of the abolition of one appointment followed by re-appointment to a new post within the meaning of Art.426 Civil Service Regulations (A.P.Pension Code).

If, however, the conditions laid down in the proviso to regulation 30(b) are fulfilled in such a case, the pay may be regulated under that proviso.

30-A[1] (1) Not withstanding anything contained in these Regulations where a Board servant holding a post in a substantive officiating or temporary capacity is promoted or appointed in substantive, officiating or temporary capacity to another post carrying duties and responsibilities of greater importance than those attaching to the post held by him, his initial pay in the time-scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by one increment at the stage at which such pay as accrued.

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1 . Reg. 30A added by B.P.Ms.No.1032, dt.19-11-1984.

[1] "Provided that the provisions of this regulation shall be applicable to all the Board servants who are promoted or appointed to the posts governed by the A.P. State Electricity Board Service Regulations".

Provided further that the provisions of Sub-Regulations (2) of Regulation 39 of A.P.S.E.Board Service Regulations, Part-I, shall not be applicable in any case where the initial pay is fixed under this Regulation.

Provided also that a where a Board servant is, immediately before his promotion or appointment to a higher post, drawing pay at the maximum of the time-scale of the lower post, his initial pay in the time-scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by an amount equal to the last increment in the time-scale of the lower post.

Provided that if a Board servant either:

(1) has previously held substantially, or officiated in

(i) the same post, or

(ii) a permanent or temporary post on the same time-scale, or

(iii) a permanent post, or a temporary post on an identical time-scale.

Then proviso to the Regulation 30 shall apply in the matter of initial fixation of pay and counting of previous service for increment.

INSTRUCTIONS

(i)[2] "In order to remove the pay anomaly of a Board servant promoted or appointed to a higher post on or after the date of introduction of new regulations, namely 19th November, 1984 and drawing a lower rate of pay in that post, than another Board servant junior to him in the lower grade and promoted or appointed subsequently to another identical post, the A.P.S.E.Board has decided that in such cases, the pay of the senior Board servant should be stepped up in the higher post to a figure equal to the pay fixed for the junior Board servant in that higher post.

1 . First provisio of Reg.30 A substituted by B.P.Ms.No.415, dt.11-5-1988.
2. Instruction (i) inserted to Reg. 30 A in B.P.(P&G-Per) Ms.No.197, dt.9-7-92.

The stepping up should be done with effect from the date of promotion or appointment of the junior and shall be subject to the conditions mentioned in instruction (ii) below".

These orders shall be deemed to have come into effect from the 19th November, 1984, the date on which new regulation 30-A was issued.

(ii)[1] To safe-guard the interests of a senior promoted before the introduction of the new regulation, in relation to a junior promoted after the new regulation came into existence, the A.P.S.E.Board has decided that in such cases, the pay of a senior person promoted to the higher post before the date of this order, should be stepped up to a figure equal to the pay as fixed for the junior in that higher post, as a result of application of the new regulation. This will, however, be subject to the following conditions viz.,

(a) The stepping up should be done, with effect from the date of promotion, or fixation of pay of the junior official under the new regulation 30 A of A.P.S.E.Board Service Regulations, Part-I.

(b) Both the junior and senior officer should belong to the same cadre and the posts to which they are promoted should be identical and in the same cadre.

(c) The scale of pay of the lower and the higher post in which they are entitled to draw pay should be identical.

(d) The anomaly should be directly a result of fixation of pay of the junior person under the new regulation consequent on his promotion after the date of this order. For example, if even in the former post, the junior person draws, from time to time a higher rate of pay under normal rules, or any advance increments are granted to him, the pay of the senior person promoted before the date of this order should not be stepped up.

(e) The orders refixing the pay of the senior person, shall be issued under Regulation 34, of A.P.S.E.B. Service Regulations, Part-I.

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[1] . Instruction (i) renumbered (ii) in B.P.(P&G-Per) Ms.No.197, dt.9-7-1992.

(f)[1] The next increment of the senior shall accrue only, after completion of one year qualifying service with effect from the date of refixation of pay. These orders shall be deemed to have come into effect from 19th November, 1984 in cases coming under instruction (i) and from 11th February, 1990 in cases coming under instruction (ii).

[2] "In cases coming under instruction (i) the next increment of the senior officer shall be drawn on completion of the requisite qualifying service with effect from the date of refixation of pay".

These orders shall be deemed to have come into effect from the 19th November, 1984, the date in which new regulation 30-A was issued.

(iii)[3] In some cases the pay of a junior person promoted to a higher post after accrual of his increment in the lower post will be higher than his senior, promoted before accrual of his increment. It is therefore, ordered that in case of promotion option may be given to Board servants for fixation of pay on promotion as under:-

(a) either his initial pay may be fixed in the higher post on the basis of Regulation 30-A of A.P.S.E.B. Service Regulations Part-I, straightway without any further review on accrual of increment in the pay scale of the lower post, or

(b) his pay on promotion may be fixed initially in the manner as provided under Regulation 30(a)(i) of A.P.S.E.B. Service Regulations Part-I which may be refixed on the basis of the provision of Regulation 30-A of A.P.S.E.B. Service Regulations Part-I on the date of accrual of the next increment, in the scale of pay of the lower post.

If the pay is fixed under (b) above, the next date of increment will fall due on completion of 12 months qualifying service form the date of the pay is fixed on the second occasion.

(2)[4] Option shall be given by the Board employee within one month from the date of promotion:-

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1 . clause (f) under instruction (ii) substituted by B.P.(P&G-Per) Ms.No.28, dt.4-5-1995.
2. Added to instruction (f) in B.P. (P&G-Per) Ms.No.197, dt.9-7-1992.
3. Instruction (ii) renumbered as (iii) in B.P. (P&G-Per) Ms.No.197, dt.9-7-1992.
4. Sub-Regulatin (2) of Regulation 30-A substituted by B.P. (P&G-Per) Ms.No.164, dt.29-9-1995.

Provided that the Board employee shall be entitled to revise his option only once within a period of one year from the date of promotion, and it shall be final.

(3) Where an employee, holding a Special Grade/Special Promotion Post is promoted to a higher promotion post under the service rules applicable to the post held by him, the provisions of Regulation 30-A of A.P.S.E.B. Service Regulations Part-I shall be applicable for fixation of pay in the higher post, if the conditions for applicable of this regulation are satisfied.

(4) In the case of appointments to Special Grade Posts or Special Promotion Posts there is no change in the duties and responsibilities. Therefore, in these cases pay shall be fixed in the scale of pay applicable to Special Grade/Special Promotion Post, at the stage next above the pay drawn in the post held prior to appointment to Special Grade/Special Promotion Post only (i.e.,) under the provisions of Regulations 30(a)(i) of A.P.S.E.B. Service Regulations, Part-I, as already ordered in B.P.Ms.No.652, dated 24-8-1982. The provisions of Regulation 30-A of A.P.S.E.B. Service Regulations Part-I shall not apply for fixation of pay of an employee on appointment to Special Grade/Special Promotion Post/Special Adhoc Promotion Post.

(5)[1] The benefits under the above order will come into effect from the date of issue of this order.

31. The holder of a post, the pay of which is changed shall be treated as if he were transferred to a new post on the new pay; provided that he may at his option retain his old pay until the date on which he has earned his next or any subsequent increment on the old scale or until he vacates his post or ceases to draw pay on that time-scale. The option once exercised is final.

32. An increment shall be drawn as a matter of course unless it is withheld. An increment may be withheld from an employee by the Board or by any authority to whom the Board may delegate this power under regulation 5, if his conduct has not been good or his work has not been satisfactory. In ordering the withholding of an increment, the withholding authority shall state the period for which it is withheld and

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[1] . Last para in B.P.Ms.No.1032, dt.19-11-1984.

whether the postponement shall have the effect of postponing future increments.

Note: (1) Where it is proposed to withhold an increment in an employee's pay as a punishment, the authority, inflicting the punishment should before the order is actually passed consider whether it will effect the employee's pension, and if so to what extent; if it is decided finally to withhold the increment, it should be made clear in the order that the effect of the punishment on the pension has been considered and that the order is intended to have his effect.

Note: (2) If a Board employee is suspended for misconduct, neither the period of suspension nor any period of service preceding the suspension shall be allowed to count towards the period necessary to earn an increment.

Note: (3) In cases of suspension on account of imprisonment for debtor for reasons other than misconduct the period of service preceding the suspension may be allowed to count for increments but not the actual period of suspension.

Note: (4) In cases in which increments are granted based on the assumption of completion of probation without an order by the competent authority, the drawing officer should record a certificate in the corresponding increment certificate to the following effect.

Note: (5)[1] All the self drawing officers may themselves be authorized to draw their increments provided they enclose to the bill a certificate given by the authority competent to declare completion of probation to the effect that they have completed the prescribed or extended period of probation and fulfilled other conditions like passing of tests or acquiring special qualifications etc., which is a precondition for drawing increments after 1-1/2 years of completion of the period or extended period of probation if no orders for withholding of increments from competent authority are issued in the meanwhile.

Certified that the appropriate authority not having passed an order declaring satisfactory completion of probation, since a period of

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1 . Reg. 32 Note 5 added by B.P.Ms.No.26, dt.15-1-1974.

one year has elapsed after the due date for the completion of probation (including extension of probation) and the Board servant has also passed all the prescribed tests and satisfied all other conditions prescribed for the completion of probation, and that no disciplinary proceedings as contemplated under regulation 28 of Part-II of Service Regulations are pending against him the date of expiration of the prescribed or extended period of probation, the probation is deemed to have been completed satisfactorily with retrospective effect from.

The drawing officer should ensure that the above certificate is accorded on the periodical increment certificate whenever the increment is granted based on the assumption of completion of probation without an order by the competent authority.

These orders are applicable to all Board employees who are or incremental scales of pay whether the increments accrue annually or at other intervals.

33. The following provisions prescribe the conditions on which service counts for increments in a time scale:-

(1)[1] In cases where the passing of an examination or test confers on a Board employee the right to any benefit or concession, such titles should be deemed to have accrued on the day following the last day of examination or test which he passed.

It is hereby clarified that the ruling given above shall be conferred only to the sanction of increments and its scope should not be widened out of context to matters relating to seniority, promotions etc.

33. [2](a) All duty in a post on a time-scale counts for increments in that time-scale; provided that for the purpose of arriving at the date of the next increment, the total of all such periods as do not count for increment in that time-scale shall be added to the normal date of increment.

Note: (1) An officiating employee who has no substantive appointment can not count non-continuous officiating service for increments in a time-scale.

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1 . Ruling under Reg. 33 added in B.P.Ms.No.686, dt.17-9-1975; clarification issued in B.P.Ms.No.674, dt.31-8-1985.

2. Reg. 33 (a) substituted by B.P.Ms.No.285, dt.3-5-1974.

Note: (2) The break in service of an officiating employee caused by his discharge for want of vacancy in preference to his Junior in service in the exigencies of service shall be condoned so as to enable him to count for increments the service prior to the break.

33. [1](aa) The pay of a Board employee whose date of seniority/promotion has been revised and fixed from an earlier, date, may be refixed on the basis of notional duty in the post from time to time. For this purpose the periods for which the Board employee concerned would have officiated in the higher post if he had been promoted actually on that date may be reckoned and weightage for only such period given from notional date of promotion. The non-qualifying periods like extraordinary leave, suspension etc., should also be deducted from this period.

Note: (1) Monetary benefit arising out of refixation as above, shall be limited to the duty periods and arrears shall be payable only for the periods during which the Board employee actually discharged the duties of the post. Arrears shall not be payable for the notional duty periods assigned as a result of revision of seniority position.

Note: (2) A Board employee who is already promoted before the revision of his seniority and who is assigned an earlier date of promotion, shall be allowed arrears resulting from the pay fixation in the matter set out in Note-1 above for the periods during which he actually discharged the duties of the post. In the case Board employee who has not been promoted before the revision of his seniority, but is promoted after the review he shall be allowed monetary benefit of pay fixation from the date of promotion only.

Note: (3) In the case of a Board employee, who has already retired or died before the revision of his seniority and refixatiaon of pay the arrears shall be payable in the manner indicated in Note 2 above. Pesnionary benefits shall also be revised on the basis of the notional pay fixation in the manner indicated in Note 2 above and the monetary benefit of pension/family pension or retirement gratuity as the case may be shall be allowed from the date of retirement/death.

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[1] . Sub-Reg. 33 (aa) added in B.P.Ms.No.638, dt.22-7-1983.

Note: (4) In the case of a Board employee who lost seniority by virtue of revision of seniority by an order of the competent authority or appellate authority or court judgement or for any other reasons, as the case may be and consequently got reverted to lower post in the ordinary grade, his pay is to be brought down to the ordinary scale of pay of such post and the pay fixed and correct rate of pay so properly fixed in the ordinary scale is to be allowed from the date of issue of the orders of reversion.

[1] (b) Service in another post, other than a post carrying less pay referred to in clause (a) of Regulation 27, whether in a substantive or a officiating capacity, service on deputation and leave other than extraordinary leave count for increments in the time-scale applicable to the post on which the employee holds a lien, as well as in the time-scale applicable to the posts, if any, on which he would hold a lien had lien not been suspended.

Provided that the [2]*Member Secretary, A.P.S.E.Board with the concurrence of Member (Accounts) may in any case in which he* is satisfied that the Extraordinary leave was taken on account of illness or for other cause beyond the employee's control [3]*or prosecuting higher scientific or technical studies with an undertaking to serve the Board on return from leave for a period of atleast five years* direct that Extraordinary leave shall be counted for increments under this clause.

Note: (1) An employee deputed out of India may count the period of deputation for increments in the time-scale of pay attached to the post in which he was officiating when he proceeded on deputation. The period of deputation so reckoned for increment should be limited to the period during which the employee would have actually officiated in the post but for his deputation.

Note: (2) When an employee while officiating in a post, is deputed on foreign service, the period of such deputation shall count for increment in the time-scale applicable to the post in which he was officiating at the time of deputation. The period of deputation which counts for increment in the post in which the employee was officiating at the time of deputation shall be

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1. Reg. 33 clause (b) substituted in B.P.Ms.No.16. dt.19-1-1976.
2. "Board may in any case in which it" is replaced with Member Secretary… by B.P.Ms.No.967, dt.23-11-1981.
3. Deleted by B.P.Ms.No.163, dt.12-2-1987.

limited to the period during which he would have continued so to officiate but for his deputation.

(c) All leave other than extraordinary leave counts for increments in the time-scale applicable to a post in which an employee was officiating at the time he proceeded on leave and would have continued to officiate but for his proceeding on leave. The period which counts for increment under this clause is, however, restricted to the period during which the employee would have actually officiated in the post.

Note: The appointing authority or other authority specifically empowered by the Andhra Pradesh State Electricity Board in the behalf should certify in each that the employee would have actually continued to officiate in the post but for his proceeding on leave and availing himself of joining time, if any, and that the period of leave including joining time, if any will count for increment only to the extent it is covered by the certificate. Where no officiating arrangement is made in the leave vacancy and the employee returning to the same post after leave, the certificate that he would have actually continued to officiate in the post but for his proceeding on leave may be issued by the leave sanctioning authority.

(d) If an employee while officiating in a post or holding a temporary post on a time-scale of pay, is appointed to officiate in a higher post or to hold a higher temporary post, his officiating or temporary service in the higher post shall, if he is reappointed to the lower post, or is appointed or reappointed to a post on the same time-scale of pay, count for increments in the time-scale applicable to such lower post.

The period of officiating service in the higher post which counts for increment in the lower post is, however, restricted to the period during which the employee would have officiated in the lower post but for his appointment to the higher post.

The clause applies also to an employee who is not actually officiating in the lower post at the time of his appointment but he would have so officiated in such lower post or in a post on the same time-scale of pay had he not been appointed to the higher post.

(e) Foreign service counts for increments in the time scale applicable to -

(i) the post in Board service on which the Board employee concerned holds a lien as well as the post or posts, if any, on which he would hold a lien had his lien not been suspended;

(ii) any post to which he may receive officiating promotion for the duration of such promotion; and

(iii) the post in the Board service held by him in an officiating or temporary capacity, subject to the condition that the period of foreign service which counts for increment in the officiating or temporary post will be restricted to the period during which the employee would have held the officiating or temporary post but for his appointment in foreign service.

(f) (1) Joining time counts for increment in the time-scale applicable to the post on which an employee holds a lien or would hold a lien had his lien not been suspended as well as in the time-scale applicable to the post the pay of which is received by an employee during the period in the following cases:-

(a) to join a new post which he was appointed while on duty in his old post; or

(b) (i) to proceed from a specified station to join a post in place in a remote locality which is not easy of access;

(ii) to proceed on relinquishing charge of a post in a place in a remote locality which is not easy of access to a specified station.

(2) In the following cases joining time counts for increment in the time-scale applicable to the post or posts on which the last day of leave before the commencement of the joining time counts for increments:-

(a) to join a new post -

(i) on return from leave on average pay of not more than four months duration; or

(ii) when he has not had sufficient notice of his appointment to the new post, on return from leave other than that specified in sub-clause (i); or

(b) to travel from the post of debarkation or, in the case of arrival by aircraft, from its first regular port in India and organize his domestic establishment when he return from leave, study leave or deputation out of India of more than four months duration.

34. [1](a) The Board may grant a premature increment to an employee in a time-scale. Such increments will, however, be granted only in exceptional circumstances. Further, increments in the time-scale should be with reference to the date on which the premature increment is granted.

[2](b) Notwithstanding anything contained in these regulations or any other Regulations of the Andhra Pradesh State Electricity Board, where a Board's employee who is Junior is receiving emoluments in excess of those paid to persons who are Senior to him in that cadre, due to reasons personal to him and also arising out of fixation of pay by virtue of holding office in a particular part of the establishment under the Board, such factor alone shall not entitle the seniors to claim a refixation of their emoluments at a higher level on par with the emoluments of the Junior employee.

35. The authority which orders the transfer of an employee as a penalty from a higher to a lower grade or post may allow him to draw any pay, not exceeding the maximum of the lower grade or post, which it may think proper.

Provided that the pay allowed to be drawn by an employee under this regulation shall not exceed the pay which he would have drawn by the operation of regulation 30 read with clause (b) or (d) as the case may be of regulation 33.

36. (1) If an employee is reduced as a measure of penalty to a lower stage in his time-scale the authority ordering such reduction shall state the period for which it shall be effective and whether, on restoration it shall operate to postpone future increments and if so, to what extent.

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1 . Reg. 34 renumbered as 34(a) in B.P.Ms.No.467, dt.7-6-1976.
2. Reg. 34(b) added by B.P.Ms.No.467, dt.7-6-1976.

(2) If an employee is reduced a measure of penalty to a lower grade or post, the authority ordering the reduction may or may not specify the period for which the reduction shall be effective; but where the period is specified that authority shall also state whether, on restoration the period of reduction shall operate to postpone future increments, and, if so, to what extent.

INSTRUCTIONS

(1) An authority ordering the temporary reduction of an employee should expressly state in the order that the period for which the reduction has been ordered will be exclusive of any interval spent on leave before that period is completed.

(2) (a) Every order passed by a competent authority imposing on an employee the penalty of reduction to a lower stage in a time-scale should indicate-

(i) the date from which it will take effect and the period (in terms of years and months) for which the penalty shall be operative;

(ii) the stage in the time-scale (in terms of rupees) to which the employee is reduced; and

(iii) the extent (in terms of years and months) if any, to which the period referred to at (i) above should operate to postpone future increments.

The reduction to a lower stage in a time-scale is not permissible under the regulations either for an unspecified period or as a permanent measure. Also when employee is reduced to a particular stage, his pay will remain constant at that stage for the entire period of reduction. The period to be specified under (iii) should in no case exceed the period specified under (i).

(b) the question as to what should be the pay of an employee on the expiry of the period of reduction should be decided as follows:-

(i) if the order of reduction lays down that the period of reduction shall not operate to postpone future increments, the employee should be allowed the pay which he would have drawn in the normal course but for the reduction.

(ii) if the order specifies that the period of reduction was to operate to postpone future increments for any specified period, the pay of the employee shall be fixed in accordance with (i) above but after treating the period for which the increments were to be postponed as not counting for increments.

(3) Every order passed by a competent authority imposing on an employee the penalty of reduction to a lower service, grade or post or to a lower time-scale should indicate:-

(i) the date from which it will take effect and in cases where the reduction is proposed to be imposed for a specified period (in terms of years and months) for which the penalty shall be operative, it should be noted that the reduction may be for an unspecified or an indefinite period and in cases where no period has been specified in the order of penalty the conclusion is that the penalty is for an unspecified period.

(ii) the extent (in terms of years and months) if any, to which the period referred to at (i) above shall operate to postpone future increments on restoration after the specified period. The period specified under this sub-clause shall in no case exceed the period specified under sub-clause (i) above.

(4) Under sub-regulation (2) of regulation 36 if the period of reduction to a lower service, grade or post or to a lower time-scale is specified in the order of penalty, the employee shall be automatically restored to his old post after the expiry of the specified period and the question what should be his pay on such restoration shall be decided as follows:-

(i) If the order of reduction lays down that the period shall not operative to postpone future increments, the employee shall be allowed to pay which he would have drawn in the normal course but for his reduction to the lower post.

(ii) If the order lays down that the period of reduction shall operate to postpone his future increments, or any specified period which shall not exceed the period of reduction to the lower post or grade, or to a lower time-scale the pay of the employee on restoration shall be fixed in accordance with item (i) above but after treating the period for which increments are to be postponed, as not counting for increments.

In cases where the reduction to the lower post or grade or to a lower time-scale is for an unspecified period, if and when the employee is re-appointed to the higher post in the normal course, the pay in the higher post will be regulated only in accordance with the normal regulations relating to pay fixation.

37. Where an order of penalty withholding of increment of an employee or his reduction to a lower service, grade or post, or to a lower time-scale, or to a lower stage in a time-scale, is set aside or modified by a competent authority on appeal or review the pay of the employee shall not withstanding anything contained in these regulations be, regulated in the following manner:-

(a) If the said order set aside, he shall be given, for the period such order has been in force, the difference between the pay to which he would have been entitled had that order not been made and the pay he had actually drawn.

(b) If the said order is modified, the pay shall be regulated as if the order as so modified has been made in the first instance.

Explanation:- If the pay drawn by an employee in respect of any period prior to the issue of the orders of the competent authority under this regulation is revised, the leave salary and allowances (other than traveling allowance) if any admissible to him during that period shall be revised on the basis of the revised pay.

Note: (1) In cases falling under sub-regulation (a) of Regulation 37, service rendered by the employee in the lower service, grade or post or lower time-scale or lower stage in the time-scale or at the stage the increment was withheld, from the date of imposition of such penalty by the disciplinary authority to the date on which the order of penalty is set aside by the competent appellate or reviewing authority shall count for increment or for other purposes, in the post which he was holding immediately before the imposition of the penalty provided that he would have continued to hold that post but for the order of penalty.

Note: (2) in cases falling under sub-regulation (b) of Regulation 37 service from the date of imposition of the penalty by the disciplinary authority, to the date on which the order is modified by the appellate or reviewing authority shall be

counted for the purpose of increment or for other purposes in the post which he was holding immediately before the imposition of the penalty or any other post which would have held but for the order of penalty to the extent the modified order permits of such counting.

For example, if an employee holding a post in the scale of Rs.375-25-650 is reduced to a post in the scale of Rs.240-15-375 for a period of two years, and if after six months, the order is modified by the appellate authority as reduction to a post in the scale of Rs.300-25-500, the period of six months will count for increment in the scale of Rs.300-25-500.

If, on the other hand, the order of penalty is modified as reduction to a lower stage in the time-scale of Rs.375-25-650 for a specified period, or withholding of increment in that time scale, for a specified period, the period that has already elapsed since the date of imposition of the original penalty shall be taken into account only for the purpose of computing the specified period of penalty under the modified order.

38. (1) A Board servant who is appointed to officiate in a post shall not draw pay higher than his substantive pay in respect of a permanent post, unless the officiating appointment involves the assumption of duties and responsibilities of greater importance than those attaching the post on which he holds a lien or would hold a lien had his lien not been suspended.

(2) For the purpose of this regulation the officiating appointment shall not be deemed to involve the assumption of duties or responsibilities of greater importance if the post to which it is made is on the same scale of pay as the permanent post, on which he holds a lien or would hold a lien had his lien not been suspended or on a scale of pay identical therewith.

(3) The Board may specify post of outside the ordinary line of a service the holders of which may, notwithstanding the provisions of this regulation and subject to such conditions as the Board may prescribe be given any officiating promotion in the cadre of the service which the authority competent to order promotion may decide and may thereupon be granted the same pay (whether with or without any special pay attached to such posts), as they would have received if still in ordinary line.

39. (1) Subject to the provisions of regulation 38 and regulation 42 an employee who is appointed to officiate in a post will draw the presumptive pay of that post.

(2) On an enhancement in the substantive pay as a result of increment or otherwise, the pay of such employee shall be refixed under sub-regulation (1) from the date of such enhancement as if he was appointed to officiate in that post on that date where such refixation is to his advantage.

Provided that the provisions of regulations 30 (b) shall not be applicable in the matter of re-fixation of pay under sub-regulation (2) of this regulation.

Note: (1) Where the increment of an employee in the post in which he is officiating has been withheld under regulation 32 without any reference to the increments that will accrue to him in the post held by him substantively the provisions contained in sub-regulation (2) of this regulation shall not, apply before the date from which orders withholding the increment finally cease to be operative. However, the employee may be allowed during the period of penalty of withholding of increment, his substantive pay from time to time if the same happens to be more than the officiating pay. The provisions shall also apply in respect of an employee whose pay in the post held by him in an officiating capacity has been withheld at a particular stage of the time-scale of that post for failure to pass a departmental examination.

40.(1)(a) A probationer and an approved probationer in any class of service on duty shall draw pay subject to the provisions of regulation 30 and of sub-regulation (2) of this regulation.

Provided that a probationer who does not hold a permanent post shall draw:-

(i) while undergoing a course of instruction or training the pay specified in the regulations relating to the post; and

(ii) after completion of the course of instruction or training or where there is no prescribed course of instruction or training, the pay of lowest grade or the minimum pay in the time scale of pay, as the case may be, applicable to his class or category, subject to such orders as the Board may from time to time issue.

(b) An approved probationer shall draw such pay as would be admissible to him if he were a full member of the class of service in the category in which he is holding a post.

[1](2) (i)(a) Probationer whose period of probation is two years and whose increment is annual:-

A probationer, whether he is direct recruit, transferee or promotee, shall be entitled to draw the first increment after putting in the service necessary to earn the increment, exclusive of the period during which he was undergoing a course of instruction or training, if any applicable to the post he holds; his next increment shall, however, be drawn only with effect from the date of satisfactory completion of probation, but the period of his service from the date of the first increment shall count for subsequent increments.

(b) Probationers whose period of probation is one year and whose increment is annual:-

They shall be entitled to draw increments only with effect from the date of satisfactory completion of probation, but the period of service from the date of appointment exclusive of the period during which he was undergoing a course of instruction or training, if any, applicable to the post he holds, shall count for subsequent increments:

Provided that the period of training which counts for probation and during which an employee is allowed the time-scale of pay of the post under the regulations relating to the post need not be excluded for purpose of clause (i).

(ii) A probationer or approved probationer shall be entitled to draw his substantive pay, if any, under Regulation 39, if at any time that happens to exceed the officiating pay otherwise admissible.

Note: The initial pay of a typist or steno-typist appointed as a Lower Division Clerk and vice-versa, shall be fixed at the stage of the time-scale which is equal to the pay drawn in the old post and the period of service which was not counted for increment in the old post shall count for increment in the new post.

41. When an employee of the Board officiates in a post the pay of which has been fixed at a rate personal to another employee, the Board may permit him to draw pay at any rate not exceeding the rate so fixed or, if

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[1] . For further instructions – see B.P.Ms.No.74, dt.27-1-1976 covering Reg. 40(2)(1)(a) Part-I and 27(b)(i) and 29(ii) of Part-II of S.Rs.

the rate so fixed be a time-scale, may grant him initial pay not exceeding the lower stage of that time-scale and future increments not exceeding these of the sanctioned scale. If the pay fixed is on a time-scale the officiating incumbent will be eligible to draw increment in the time-scale.

42. The Board may fix the pay of an officiating employee of Board at an amount less than that admissible under these regulations.

Note: (1) This regulation makes it possible to dispense with charge allowance and the system of holding charge. It also obviates the necessity for special regulations fixing definite rates of allowances for definite acting incumbents. There may be other cases also in which the Board will wish to give less than the full pay, particularly those of employee without substantive posts.

43. The Board may issue general or special orders allowing acting promotions to be made in place of employees who are treated as on duty under regulation 10(8)(d).

44. **Personal pay:** Except when otherwise ordered, personal pay shall be reduced by an amount by which the recipient's pay may be increased and shall cease as soon as his pay is increased by an amount equal to his personal pay.

45. **Pay of temporary posts:** When a temporary post is created which may have to be filled by a person not already in Board's service, the pay of the post shall be fixed with reference to the minimum that is necessary to secure the services of a person capable of discharging efficiently the duties of the post.

Note: Special duty or deputation in India will not be recognized. A temporary post will be created for the performance of that duty. If the special duty is to be undertaken in addition to the ordinary duties of the Board employee when the regulations 45 and 54 apply.

46. When temporary post is created which will probably be filled by a person who is already a Board employee, its pay should be fixed by the Board with due regard to -

(a) the character and responsibility of the work to be performed; and

(b) the existing pay of Board employee of a status sufficient to warrant their selection for the post.

(c) when a subordinate authority intends appointing a person already in Board service to a temporary post which he is empowered to create, he cannot under the above regulation fix the pay of the temporary post created at an amount in excess of the pay of the Board employee, without the sanction of the Board.

47. (a) The Board has power to create or abolish any post in connection with the affairs of the Board.

(b) No authority subordinate to the Board may sanction the creation of any additional establishment, permanent or temporary, except to the extent and subject to the conditions mentioned in clause (d) below. The delegation specified therein are subject to the general conditions:-

(1) that either sufficient specific appropriation for the expenditure involved already exists or provision can be made for it, by reappropriation by the sanctioning authority under its own powers without reference to the Board; and

(2) that the provisions in service regulations are observed in regard to fixing the pay of the persons appointed to hold the posts created under the delegated powers.

(c) (1) A sanctioning authority should invariably specify the period for which it sanctions a temporary establishment. It should also specify the date from which the sanction for a temporary establishment will take effect or if it is not possible to specify the date, should state that the sanction will take effect from the date of actual employment if the staff or of the head of the staff.

(2) The sanctioning authority should send to the Board before the end of each month a report of the temporary establishment sanctioned during the previous months showing the number and categories of posts sanctioned with their scales of pay and the purpose for which they were sanctioned.

(d)[1]

48. Every case of fixation of pay and increment not covered by the above regulations may be decided by the Board and the decision, unless

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[1] . Regulation 47(d) deleted in B.P.Ms.No.376, dt.20.4.1970.

otherwise stated shall not have general application, but will only cover the specific case referred to it.

49. **Compensatory allowance:-** An employee will be eligible to such compensatory allowances as will be prescribed by the Board from time to time. The amount of a compensatory allowance will be so regulated that the allowance is not on the whole a source of profit to the recipient.

50. Building owned or leased by the Board or such portions there of may be allotted to the employees under its administrative control for use by them as residences. The allotment of such buildings, their occupation etc., shall be governed by the principles as may be laid down by the Board from time to time.

51. (a) **Fee:** The Board may permit an employee to perform a specified service or series of services or a private person or body for a public body or for the State or Central Government, if it be satisfied that this can be done without detriment to his official duties or responsibilities and if the service be material, he may be permitted to receive as remuneration there for a non-recurring or recurring fee.

(b) **Honoraria:** The Board may grant an employee an honorarium as remuneration for work performed for the Board which is occasional in character and other so laborious or of such special merit as to justify a special regard, if it be satisfied that this can be done without detriment to his official duties and responsibilities sanction to the grant of honoraria will be given only when the work has been undertaken with the prior consent of the Board and the amount has been settled in advance. In special cases, a departure from this provision may be made for reasons to be recorded in writing.

(c) (i) **Fees and Honoraria:** While either fee or honoraria is sanctioned, the reasons justifying the grant of the extra remuneration shall be recorded. It should also be recorded in writing that due regard has been paid to the general principle enunciated in regulation 20.

(ii) The amount of an honorarium or fee must be fixed with due regard to the value of the service in return for which it is given. No portion of the fee earned by an employee with the

necessary permission of the Board need be credited to the Board.

Note: Scholarship or stipend received by an employee from the Board's fund is treated as honorarium and if received from any other source, it is treated as fees.

No portion of any scholarship or stipend received by an employee from a source other than the funds of the Board for the purpose of prosecuting a course of studies or receiving specialised training in the professional or technical subjects need be credited to the Board.

(d) Subject to the conditions in clauses (a) to (c) above, the authorities specified in the table below may sanction the grant of honoraria to or the acceptance of fee to an employee under its administrative control as indicated therein:

Sl. No.	Nature of Power	Competent authority	Extent of Powers
1.	Power to sanction the undertaking of the work and grant of honoraria therefor.	Chairman in respect of the employees in Board's office and Chief Engineer in respect of the employees in the offices under his control.	Full Powers.
2.	Power to sanction the undertaking of work and the acceptance of fees in connection with examinations held by a University or other examining body.	-do-	Full powers subject to a maximum fee of Rs.1,500 in each case.
3.	Power to sanction the acceptance of remuneration for broadcast talks.	-do-	Full powers.

52. Any employee is eligible to receive and except as otherwise provided by a general or special order of the Board to retain without special permission.

(a) the premium awarded for any essay or plan in public competitions;

(b) any reward offered in connection with the administration of justice;

(c) any reward payable in accordance with the provisions of any act or Regulation or rule framed thereunder;

(d) any reward sanctioned for services in connection with the administration of the customs and excise-laws; and

(e) any fees payable to an employee for duties which he is required to perform in his official capacity under any law or by order of the Board.

RULING

No employee shall accept any present or emolument or any kind from any foreign **State without** the consent of the President of India. In all cases when a present or emolument is offered to any Board employees by foreign Government, it is essential to get the prior approval of the President of India before allowing the employee concerned to accept.

53. (a) An employee whose duties involve the carrying out of scientific or technical research shall not apply for or obtain, or cause or permit any other person to apply for or obtain, a patent for an invention, made by such employee save with the permission of the Board and in accordance with such conditions as the Board may impose.

(b) (1) Application for permission under clause (a) should be made by the employee making an invention to the Chief Engineer or to the Board, if the application is from the Chief Engineer.

(3) The Chief Engineer should deal with the application confidentially and with expedition so that the inventor may not be prejudiced by delaying in making his application at the patent office and should forward it with his recommendation to the Board.

(4) Permission may be granted by the Board to the applicant without any restriction if the invention has no connection with the employee's official duties and has not resulted from facilities provided at Board's expenses.

(5) If the invention is made in the course of the employee's official duties under the Board or has resulted from facilities provided at Board's expense, of which the Board shall be the sole judge, then the application will be dealt with as follows:-

(i) if the invention is of such general interest and utility that the public interest will be best served by allowing the public a free use of the invention, the application for taking out a patent will be refused and the invention will be published. An exgratia payment will ordinarily be made to the inventor as a reward in all such cases.

(ii) if the invention is not of the kind mentioned above but is of sufficient public utility as is likely to make its commercial exploitation profitable, the inventor should be directed to take out a patent and to assign his rights under the patent to the Board. In all such cases, the inventor should be rewarded either by a suitable lumpsum payment or by a liberal percentage of the profits made by the Board in connection with the invention.

(iii) in other cases, the inventor should be allowed to take out a patent for his own benefits subject to his undertaking to permit the Board the use of the invention either without payment or on such terms as it may consider reasonable.

(5) When the invention has been assigned to the Board, the Board may exploit the patent themselves; or

(i) advertise the patent and grant licences on payment to manufacturers; or

(ii) sell the rights under the patent to a firm or to a private person.

(6) In order to secure reasonable uniformity of practice and to secure for the Board the full benefits of inventions, the Controller of Patents and Designs should ordinarily be consulted before any awards are made under item (4) above or steps are taken for the exploitation of the patents under item (5) above.

54. **Combination of appointment:-** The Board may appoint an employee to hold substantively, as a temporary measure or to officiate in not,

more than two independent posts at one time. In such cases, his pay is regulated as follows:-

(a) The highest pay, to which he would be entitled if his appointment to one of the post stood alone, may be drawn;

(b) for the other post he draws such reasonable pay in no case exceeding half the presumptive pay of that post as the Board may fix;

Explanation: For the purposes of this rule the term independent posts should be interpreted as meaning separate distinct, the second or the additional post not being subordinate to the first or regular post and

Note:- In respect of two posts, which are borne in the same services or cadre or, are in the same line of promotion, the scale of pay should be taken as a criterion to decide whether one of the two posts is subordinate to other. If the two posts are borne on different services and are the same line of promotion, the scale of pay need not be the criterion and in such cases additional charge arrangements may be made, whenever necessary as the two posts are to be regarded as independent posts, the second or the additional post not being subordinate to the first or regular posts.

(c) If compensatory allowances are attached to the posts, he draws such compensatory allowances as the Board may fix, provided that such allowance shall not exceed the total of the compensatory allowances attached to the posts.

INSTRUCTIONS

(1) The competent authority who appoints an employee to hold officiate in a second post in addition to his own will declare whether he officiates in or holds full charge of the additional post or is appointed merely to discharge the current duties. He should also specify in each case the amount of additional pay and allowances, if any, to be granted the amount being subject to the following limits:-

(a) If the employee is appointed to officiate in a second post, and to hold, in addition, full charge of his own post, he may be allowed to draw the pay admissible under clause (a) of regulation 54 and in addition, in respect of the additional post, pay which should not exceed one fifth of his substantive pay. The pay admissible under clause (a) of regulation 54 may however, be specifically reduced by the competent authority at its discretion.

If a compensatory allowance is attached to the additional post, he may be permitted, to draw it in full. If such allowance is attached to the additional post as well as his own post, the allowance which may be granted to him should not exceed the larger of the two allowances.

(b) If the employee is appointed to hold full charge of a second post in addition to his own, the additional pay which may be granted to him in respect of additional post, should not exceed one fifth of his substantive pay. The drawal of compensatory allowances will be regulated as in clause (a) above.

(c) If the employee is appointed to discharge only the current duties of a second post in addition to his own, the additional pay which may be granted to him, in respect of the additional post, should not exceed one tenth of his substantive pay in addition to the pay and compensatory allowance if any, admissible in his regular post.

Note: (1) If an employee holds a temporary post or officiates in a post without a lien on a permanent post, the pay in the temporary post or the officiating pay shall be considered to be substantive pay for the purpose of these instructions. When a pensioner is reemployed, his substantive pay prior to retirement shall be considered to be substantive pay for the purpose of these instructions.

Explanation:- In the case of an employee who has no lien on a permanent post the pay which he draws or would have drawn in the lowest of the officiating posts from time to time, but for appointment to one or the other of the higher post may be considered as substantive pay for purposes of these instructions.

Note: (2) The additional pay that may be granted to an employee under clauses (a) and (b) should in no cases exceed half the minimum pay of the additional post and the additional pay that may be granted under clause (c) should in no case exceed one-fourth of the minimum pay of the additional post.

(2) No additional pay should be granted, unless the previous incumbent of the additional post held has actually given over charge thereof under orders of competent authority and unless the period of additional charge exceeds fourteen working days in the case of full

additional charge and one month in the case of discharge of current duties only. The drawal of additional pay should not be allowed for a period exceeding six months, out of which in respect of the first three months, the rate of additional pay should be as laid down in instruction (1); and for the succeeding period it should be one half thereof.

(3) Additional remuneration should be granted only if the post held in additional charge is independent and not subordinate to the regular post held by the employee concerned.

Note: In the case of employees other than those who come under class I and II excluding the category of Section Officers in Andhra Pradesh State Electricity Board Secretariat Service, additional remuneration should be granted subject to the head office certifying that additional charge arrangement, could not be avoided due to lack of suitable candidate for promotion or appointment from the approved list of the Employment Exchange as the case may be.

(4) Additional remuneration should not be allowed as a matter of course or granted when the extra duties to be performed are only nominal or comparatively light.

DELEGATION

(1) The Chief Engineer is empowered to sanction additional charge allowance subject to the rates and conditions prescribed in Regulation 53 in respect of all his subordinates for a maximum period of three months. If the period is likely to exceed three months, he should report the case to the Board for orders.

(2) The Chief Engineer is empowered to appoint an employee to hold temporarily, or to officiate in not more than two posts, provided that he is authorized to appoint permanently to each of the posts concerned in the case of other posts under his control, the Chief Engineer may make similarly appointments when it is not proposed to grant any additional remuneration.

Explanation: The expression "each of the posts concerned" includes also the post substantively held by the employees and not merely the additional post which he is appointed to officiate in, or to hold charge of, temporarily.

(3) According to explanation and the note under regulation 54(b), the normal position is that two posts which are in the same line of promotion and cadre and in the same establishment can not be treated as independent. But, many posts in respect of which additional charge arrangements are ordered happen to the posts of the kind mentioned above. In such case, the grant or otherwise of additional charge allowance will regulated as under:

(i)[1] Addl. Assist. Engineer (Electrical) holding charge of post of another Addl. Assist. Engineer or Assist. Engineer (Electrical), Assist Engineer (Electrical) holding additional charge of another Assist. Engineer (Electrical), Addl. Assist. Engineer (Electrical) (in the same line of promotion and cadre).

Where each post has its own territorial jurisdiction and as such the work attached to one of the posts can not be distributed among the others additional charge allowance is permissible.

(ii)[2] Assistant Divisional Engineer holding the post of Assist. Engineer or Addl. Asst. Engineer and Store Superintendent holding the post of Chief Store Keeper (in the same line of promotion in the same office or establishment).

Additional charge allowance is not permissible. Additional charge arrangements in each should be avoided.

(iii) Post of equivalent rank etc., in the same office.

Additional charge allowance may be permitted where it can be certified that the work is indivisible.

(4) **Additional charge in leave vacancies:** In cases where leave reserve has been provided for in a cadre, the appointment of employees to hold additional charge of the post of employees going on leave should not generally be made as such arrangements amount to increasing the strength of the cadre and throw extra cost on Board. The leave vacancies should be filled only by the leave reserve employees and exceptions can be allowed only when there are special circumstances justifying the arrangement, e.g., when it would be cheaper to make appointments under Regulation 54 than to transfer for this purpose an employee from a distant station.

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1 . Supervisor redesignated as A.A.E. in B.P.Ms.No.1357, dt.18-11-1978. Junior Engineer redesignated as A.E. in B.P.Ms.No.1235, dt.24-11-1978.

2. A.E. redesignated as A.D.E. in B.P.Ms.No.1235, dt.24-11-1978.

(5) **Pay of an additional post:-** As Regulation 54 (b) requires that such pay as may be considered "reasonable" in the circumstances may be given, half the presumptive pay of the post is not therefore to be regarded as the amount automatically permissible.

(6) Presumptive pay for the purpose of Regulation 54(b) should be taken to be what the employee who is placed in additional charge will draw as initial pay in the time-scale of the additional post under regulation 30, where he formally transferred to it. In cases however, in which the maximum pay of the additional post is less than the pay of the employee in the post which is holding, the maximum of the pay of the additional post should be taken as the presumptive pay for the purposes of Regulation 54(b).

(7) No additional pay should be allowed, unless the employee has held additional charge for a period which, excluding holidays, optional holidays availed of and periods of casual leave, if any, exceeds 14 working days.

(8) In cases where the officer holding additional charge is directed by any of his superiors to work on a public holiday, that day should be deemed to be working day for the purpose of this instruction.

(9) An order appointing an employee to hold the current charge of the duties of a post should, in the absence of any specific direction to the contrary, be deemed to clothe the employee with all the powers vested in the full-fledged incumbent of that post, even though he may not get the full pay of post. Such an employee should not, however, modify or over-rule the orders of the regular incumbent of the post, except in an emergency, without obtaining the orders of the next higher authority.

55. The pay and allowances of an employee who is dismissed or removed, from service cease from the date of such dismissal or removal.

56. (1) An employee under suspension shall be entitled to the following payments, namely:-

(a) A subsistence allowance at an amount equal to half average pay or half pay of the employee and in additional dearness allowances based on that amount.

Provided that where the period of suspension exceeds three[1] months, the authority which made or is deemed to have made the order of suspension shall be competent to vary the amount of subsistence allowance for any period subsequent to the period of the first three[1] months as follows.

(i) the amount of subsistence allowance may be increased by a suitable amount, not exceeding 50 percent of the subsistence allowance admissible during the period of the first three[1] months, if in the opinion of the said authority, the period of suspension has been prolonged for reasons to be recorded in writing, not directly attributable to the employee.

(ii) the amount of subsistence allowance may be reduced by a suitable amount, not exceeding 50 parent of the subsistence allowance admissible during the period of the first three[1] months, if in the opinion of the said authority, the period of suspension has been prolonged for reasons to be recorded in writing, directly attributed to the employee.

(iii) the rate of dearness allowance will be based on the increased or decreased amount of subsistence allowance as the case may be, admissible under sub-clauses (i) and (ii) above.

(b) The suspending authority may direct that the employee under suspension shall be granted in addition such other compensatory allowance as the Board may sanction by general or special order.

(2) No payment under sub-regulation (1) shall be made unless the employee furnishes a certificate, and the authority which made or is deemed to have made the order of suspension is satisfied that the employee is not engaged in any other employment, business, profession or vocation.

Provided that where a penalty of dismissal, removal or compulsory retirement imposed upon an employee is set aside and he is deemed to have been placed or to continue to be under suspension from the date of such dismissal or removal of compulsory retirement, under Andhra Pradesh State Electricity

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1. The words six months substituted for words twelve months by B.P.Ms.No.943, dt.12-10-87 effective from 27-3-1972 and the words 'three' months substituted for words six months by B.P.(P&G-Per) Ms.No.96, dt.26-6-1998.

Board Employees (Discipline and Appeal) Regulations and if fails to produce such certificate for any period or periods during which is deemed to be placed or to continue to be under suspension shall be entitled to the subsistence allowances and other allowances equal to the amount by which his earnings during such period or periods, as the case may be, fall short of the amount of subsistence allowance and other allowances that would otherwise be admissible to him, where the subsistence allowance and other allowances admissible to him are equal to or less than the amount earned by him nothing in this proviso shall apply to him.

Note: (1) If an employee under suspension is dismissed or is removed from service with retrospective effect no recovery is necessary of the subsistence grant already paid to him.

Note: (2) If an employee of the Board under suspension is dismissed or removed from service, arrears of subsistence allowance due to an employee should not be withheld but paid to him upto the date of termination of proceedings after adjusting the same against the amount due from him as prescribed in Note (3) below.

Note: (3) Recovery from the subsistence grant due to an employee shall be made as follows:

(a) **Compulsory deductions:**

(i) Income tax and super-tax (Provided the employee's yearly income calculated with reference to subsistence allowance is taxable).

(ii) House Rent and allied charges i.e., Electricity, water, furniture etc.,

(iii) Repayment of loans and advances taken from the Board at such rates as the competent authority deems it right to fix.

The above deductions shall be enforced from the subsistence allowance.

(b)) **Optional deductions:**

(i) Premia due on Postal Life Assurance Policies.

(ii) Amounts due to Co-operative Stores and Co-operative Credit Societies.

(iii) Refunds of advances taken from General Provident Fund.

The deductions under category (ii) above shall not be made from the subsistence allowance except with the written consent specifically obtained from the employee under suspension.

The following deductions shall not be made from the subsistence allowance:

(i) Subscription to a General Provident Fund.

(ii) Amounts due on Court Attachments.

(iii) Recovery of loss to Board for which an employee is responsible.

As regards recovery of over payments there is no bar to effect the same from the subsistence allowance but the competent administrative authority will exercise discretion to decide, whether the recovery should be held wholly in abeyance during the period of suspension, or it should be effected at full or reduced rate; depending on the circumstances of each case.

(c) **Instructions:-** The recovery of over payments from an employee under suspension shall not ordinarily be made at a rate greater than one-third of the amount of the subsistence allowance i.e., exclusive of dearness allowance, if any, admissible to him under Regulation 56(1)(a).

Note: (4) If an employee under suspension is dismissed or is removed from service with retrospective effect, arrears of subsistence allowance, if any, due to him up to the date of termination of proceedings should be, if any, paid to him.

(3) Where an individual is due to be discharged from service on account of the expiry of the sanction of the post held by him, or otherwise becomes liable to be retrenched when he is under suspension, the question whether he should be so discharged, or whether to enable disciplinary proceedings being continued, special steps should be taken to provide a post for him should be examined on the merits of each case, and his post extended for an

appropriate period. In these circumstances, the vacancy caused by the extension should not, however, be filled.

The authority competent to dismiss or remove the employee concerned from service, may, in such circumstance issue order extending the term of the post without reference to the higher administrative authorities ordinarily competent to sanction such extension or to the Board, if delay is anticipated on obtaining sanction, before the expiry of the terms of the post under the normal procedure. Otherwise, sanction of the competent authority should be obtained as usual.

(4)[1] [Where a Board employee under suspension dies before the disciplinary or court proceedings instituted against him are concluded, the period between the date of suspension and the date of death shall be treated as duty for all purposes and his family shall be paid the full pay and allowances for that period to which he would have been entitled had he not been suspended, subject to adjustment of subsistence allowance already paid to him].

57. (1) When an employee who has been dismissed, removed, compulsorily retired or suspended is reinstated, the authority competent to order the reinstatement shall consider and make a specific order:-

(a) regarding the pay and allowances to be paid to the employee for the period of his absence from duty; and

(c) whether or not he said period shall be treated as a period spent on duty;

(2) Where the authority mentioned in clause (1) is of opinion that the employee has been fully exonerated or, in the case of suspension that it was wholly unjustified, the employee shall be given the full pay and allowances to which he would have been entitled, had he not been dismissed, removed, compulsorily retired or suspended as the case may be.

(3) In other cases the employee shall be given such proportion of such pay and allowances as such competent authority may prescribe:

[1] . Regulation 56(4) added in B.P.(P&G-Per) Ms.No.377, dt.26-9-1992.

Provided that the payment of allowances under clause (2) or clause (3) shall be subject to all other conditions under which such allowances are admissible;

Provided further that such proportion of such pay and allowances shall not be less than the subsistence and other allowances admissible under regulation 56.

(4) In a case falling under clause (2) the period of absence from duty shall be treated as a period spent on duty for all purposes.

(5) In a case falling under clause (3) the period of absence from duty shall not be treated as period spent on duty, unless such competent authority specifically directs that it shall be so treated for any specified purpose:

Provided that such authority may direct that the period of absence from duty shall be converted into leave of any kind due and admissible to the employee.

Note: (1) The order of the competent authority regarding the treatment of the period of absence from the duty passed under this proviso is absolute.

Note: (2) The competent authority in exercising the discretion vested in him under the above clause may decide the period of absence from duty into several parts and declare whether each such part shall count as duty for purpose of increment, leave and pension.

(6) Where an employee is prosecuted in respect of a criminal offence or other matter whether arising out of his official duties or not or imprisoned for debt or is detained under any law providing for preventive detention, and he is detained in custody for a period longer than forty eight hours, he shall be deemed to be under suspension and shall be entitled only to subsistence grant under regulation 56 till the termination of the departmental proceedings against him. On the termination of such proceedings, if the matter arose from out of official duties, unless the employee is dismissed from service, his pay and allowances shall be adjusted according to the provisions of the above regulation. In all other cases if the employee is permitted to rejoin duty, he shall not be entitled to anything more than what he would have received if he had been granted the leave admissible to him for the period of his absence

from duty since his detention, the amount of subsistence grant already drawn by him being adjusted against his pay and allowances.

(7) The amount of subsistence grant, already drawn, should be adjusted against the leave salary which may be granted under proviso to clause (5) of this regulation and the excess, if any, need not be recovered.

(8) The grant of pay and allowances or a proportion of them under the above regulation does not cancel any officiating arrangements that may have been in force while the employee was under suspension or dismissal.

(9) In deciding whether any pay and allowances should be granted under the above regulation to an employee in temporary employment the period for which the temporary post has been sanctioned should be taken into consideration.

(10) The headquarters of an employee under suspension is his last place of duty. An employee under suspension may change his Headquarters provided the competent authority who has placed him under suspension is satisfied that such a course will not put the Board to any extra expenditure like grant of traveling allowance.

(11) A permanent post vacated by the dismissal, removal or compulsory retirement of an employee should not be filled substantively until the expiry of the period of one year from the date of such dismissal, removal or compulsory retirement, as the case may be. Where, on the expiry of the period of one year, the permanent post is filled and the original incumbent of the post is reinstated thereafter, he should be accommodated against any post which may be substantively vacant in the grade to which his previous substantive post belonged. If there is no such vacant post, he should be accommodated against a supernumerary post which should be created in this grade with proper sanction and with the stipulation that it would be terminated on the occurrence of the first substantive vacancy in that grade.

(12) The case of an employee reduced to a lower grade or post as a measure of punishment and subsequently restored to his former post should be dealt with in accordance with the provisions in clauses (1) to (5) above, so far as they are applicable.

(13) Where a temporary employee is due to be discharged from service on account of the expiry of the sanction of the post held by him or otherwise becomes liable to be retrenched when he is under suspension, the question whether he should be discharged from service or whether to enable disciplinary proceedings being continued, special steps should be taken to provide a post for him should be examined on the merits of each case and his post extended for an appropriate period. The vacancy caused by the extension should not, however, be filled.

(14) The authority competent to dismiss or remove the employee concerned from service, may, in such circumstances, extend the post without reference to the competent authority, if delay is anticipated in obtaining sanction before the expiry of the term of the post, under the normal procedure and obtain ratification of the competent authority. Otherwise the sanction of the competent authority should be obtained as usual.

58. Leave may not be granted to an employee under suspension.

59. **Admissibility of Joining Time:-** Joining time may be granted to an employee to enable him:-

(a) to join a new post which he is appointed while on duty in his old post; or

(b) to join a new post -

(i) on return from earned leave of not more than 120 days duration; or

(ii) when he has not had sufficient notice of his appointment to the new post, on return from leave other than that specified in sub-clause (i) or

(c) to travel from the port of debarkation or, in the case of arrival by air-craft, from its regular port in India and organize his domestic establishment when he returns from leave, study leave, or deputation out of India of more than 120 days duration; or

(d) (i) to proceed from a specified station to join a post in a place in a remote locality which is not easy of access;

to proceed on relinquishing charge of a post in a place in remote locality which is not easy of access to a specified station.

Note: (1) Probationers holding training posts which they may be considered as taking with them on transfer are entitled to joining time on transfer under this regulation. An employee deputed to undergo a course of training, if the training is at a fixed centre and the course of training exceeds two months, may be allowed joining time as on transfer for the journeys to and from the place of training. If the course of training does not exceed two months or is not confined to a particular station, he may be allowed only the time actually required for the journey to and from the place of training.

In the case of person granted commission in the Army in India Reserve of Officers and of persons deputed for training in the Indian Territorial Force, the period of training will not, however, include the time spent in journeying to and from the station at which training is carried out.

Note: (2) Probationers and approved probationers in one service when appointed to the same or another service by direct recruitment shall be allowed joining time and transit pay, but not traveling allowance.

Note: (3) Joining time under this regulation is reckoned from the date of debarkation at an Indian Port.

Note: (4) Joining time under clause (c) is admissible to an employee for organising his domestic establishment even if he does not make any journey from the port of debarkation.

Note: (5) Where Board employee on return from leave has compulsorily to wait for orders of posting and such period of waiting is treated as duty, the joining time shall be allowed to the Board employee in continuation of such waiting.

ADMISSIBILITY OF JOINING TIME TO EMPLOYEE SENT FOR TRAINING

Note: (6) If, for those employees for whom no joining time is admissible under regulation 60 in addition to the time actually required for the journey to and from the place of training, the need of a few days relief from work to prepare for departure exists, there is no objection to the grant of casual leave for the purpose, provided the grant of the leave does not cause any evasion of the regulations regarding date of reckoning allowances and charge of office.

Note: (7) An employee on return from earned leave of not more than 120 days duration and transferred to a post which he was in a additional charge at the time of his proceeding on leave, may be granted joining time as under clause (b)(i) provided there is a change of headquarters.

Note: (8) An employee who is deputed for training should be deemed to be on duty, while on training in the post he was holding immediately before proceeding on training and if he is posted at the end of the training to a different place he should be allowed joining time under clause (a) less the time of preparation, if any, availed of while returning to the old place of duty after training.

60. (1) Not more than one day is allowed to an employee in order to join a new post when the appointment to such post does not necessarily involve a change of residence from the station to another. A holiday or Sunday counts as a day for the purpose of this regulation. No joining time is admissible in cases where the change of post does not involve as actual change of office.

(2) In cases involving a change of station, the joining time allowed to an employee is subject a maximum of 30 days. Six days are allowed for preparation and, in addition, a period to cover the actual journey is calculated as follows:-

(a) A Board employee is allowed

(i)	for the portion of journey Which he travels by air	Actual time occupied in the journey.
(ii)	for the portion of the journey which he travels or might travel	One day for each
	by railway	500 Kilometers
	By ocean steamer	350 KM or any longer time.
	By river steamer or by motor or steam launch	150 KM actually occupied in the journey.
	By motor vehicle or horse drawn conveyance	150 Kilometers
	in any other way	25 Kilometers

(b) For any fractional portion of any distance prescribed in clause (a) an extra day is allowed.

(c) When part of the journey is by steamer, the limit of six days for preparation may be extended to cover any period unavoidably spent in waiting for the departure of the steamer.

(d) Travel by road not exceeding 8 Kilometers to or from a railway station at the beginning or end of the journey does not count for joining time.

(e) A Sunday does not count as a day for the purpose of calculation in this regulation, but Sundays are included in the maximum period of 30 days.

[1](f) The period of curtailed joining time may be treated as special casual leave when the transferee is not returning from leave,

[1]. Reg. 60(2)(f) added by B.P.Ms.No.26, dt.15-1-74.

subject to the condition that such special casual leave is availed for bonafide purposes connected with transfer within a period of six months from the date of joining at the new station.

(3) By whatever route an employee actually travels, his joining time shall, unless the Chief Engineer in the case of employees in his office and the office under his control and the Chairman in the case of employees in the Board's Office, for special reasons otherwise orders, be calculated by the route which he makes over charge.

(4) If an employee is authorised to make over charge of a post elsewhere than at its headquarters, his joining time shall be calculated from the place at which he makes over charge.

(5) (i) Within the maximum of 30 days, the Chief Engineer or the Chairman, as the case may be, may extend the joining time admissible -

(a) When the employee has been unable to use the ordinary mode of travelling or, notwithstanding due diligence on his part, has spent more time on the journey than is allowed by regulations – to the extent of the time actually taken; or

(b) When such extension is considered necessary for the public convenience or for the saving of such expenditure as is caused by unnecessary or purely formal transfers to the extent necessary; or

(c) When the regulations have in any particular case operated harshly; as, for example, when an employee though no fault on his part missed a steamer or fallen ill on the journey - to the extent necessary, on such condition as to allowances or otherwise as the Chief Engineer or the Chairman as the case may be, may think fit.

(ii) All other cases require the sanction of the Board.

Note: The Chairman in the case of employees in the Board's office and the Chief Engineer in the case of employees in his office and the office under his control are empowered to regularize the excess joining time availed of by employee in Class I and II service due to late receipt of posting orders.

(6) When an employee, returning from leave or deputation out of India exceeding 120 days, takes joining time before joining his post, his joining time shall begin from the date of his arrival at the port of disembarkation, or, if he returns by air in which he returns arrived at its first regular port in India, and be calculated from such port as prescribed in sub-regulation (2) provided that where the joining time so calculated is less than ten days he may avail himself of joining time for ten days.

If, however, an employee on return from such deputation takes earned leave not exceeding 120 days and is transferred on return from leave to a different station from the one from which he proceeded on deputation he may be granted joining time under regulation 59(b)(e).

(7) If an employee is appointed to a new post while in transit from one post to another, his joining time begins on the day following that on which he receives the order of appointment but no second period of six days for preparation is admissible. If an employee while in transit from one post to another is reposted to the original post, such position shall be construed as appointment to a new post for the purpose of this regulation.

(8) If an employee takes leave while in transit from one post to another, the period which has elapsed since he handed over charge of his old post must be included in his leave, unless the leave is taken on medical certificate. In the latter case, he may be allowed the joining time calculated for the journey from his old station to the place to which he has proceeded on his route to the new station.

(9) If an employee is appointed to a new post while on earned leave of not more than 120 days duration his joining time shall be calculated from his old station or from the place at which he received the order of appointment, whichever calculation will entitle him to the less joining time. If however, such an employee actually performs the journey to his old Headquarters for joining time shall be calculated actually performs the journey to his joining time shall be calculated from the old headquarters to the new headquarters irrespective of the place where he spends leave or receives posting orders. If the leave is being spent out of India, and the order of appointment to the new post reaches him before he arrives at the port of debarkation,

the port of debarkation is the place in which he received the order for the purpose of this regulations.

In cases falling under this regulation in which an employee joins his post before the expiry of his leave plus full joining time admissible, the period short-taken shall be considered as leave not enjoyed and a corresponding portion of the leave sanctioned shall be cancelled without any reference to the authority which granted the leave.

Note: A certificate to the effect that the employee had actually performed the journey from the station where he was spending leave to the old headquarters for winding up personal affairs should be furnished by the employee concerned with his charge report for assumption of the post at the new headquarters. The responsibility for obtaining the certificate from an officer of Class I or Class II would rest with the Audit Officer concerned and for employees of Class III and Class IV with the Head of Office.

(10) The authority which granted the leave will decide whether the notice referred to in regulation 59(b)(ii) was insufficient.

Note:(1) The authority sanctioning the transfer may in special circumstances, reduce the period of joining time admissible under the above regulations.

Note: (2) The transfers which do not involve change of building should not be treated as involving change of office for the purpose of this regulation and no joining time is admissible in such cases.

A joining time of one day may be sanctioned by the Chairman in the cases of employees in Board's office and by the Chief Engineer in the case of employees in his office and other offices under his control in cases where the transfer of charge of the post and taking over by the relieved employee of another post cannot be done in the same morning, even though no change of building is involved, with reference to the facts of each case.

Note: (3) Applications from employees in Class I and II Service for extension of joining time should be forwarded through the Audit Officer.

Note:(4) The Sunday immediately following the joining time when the employee returns to duty on the following Monday does not form part of the joining time. It should be affixed to joining time of under the leave Regulations.

Note: (5) The period of joining time admissible to an employee who proceeds on earned leave not exceeding 120 days from his old post and is at the end of it transferred to a new post at another station where he is spending his leave and receives the order of posting is only one day under regulation 60(1).

Note: (6) For the purpose of regulation 60(9) the 'Period short taken' should be calculated with reference to the officer's actual date of joining his new post and the assumed date of joining, i.e., the date on which he would have joined his new post had he availed himself of the full period of joining time admissible to him under the regulations.

Note: (7) The principle underlying Regulation 60(9) is applicable also to the balance of joining time admissible on return from leave in the case of an employee who proceeds on earned leave for a period not exceeding 120 days on medical certificate while in transit from one post to another. The balance of joining time to which the employee will be entitled is the full joining time admissible under regulation 59(b)(i) reduced by the period of joining time actually availed of with reference to regulation 60(8) prior to the commencement of the leave on medical certificate. Should the employee join his new appointment before the expiry of such leave plus the balance of joining time admissible the leave should be readjusted in the manner indicated in regulation 60(9).

Note:(8) The road journeys exceeding 8 kilometers performed by an employee at either end of rail journey should be taken together for the purpose of calculating joining time.

Note: (9) The joining time pay for the first spell of joining time granted under Regulation 60(8), shall be regulated under Regulation 61(a), while joining time pay for the second spell of joining time be regulated under Regulation 61(b)(ii).

61. **Pay during joining time:-** An employee; on joining time shall be regarded as on duty and shall be entitled to be paid as follows:-

(a) If on joining time under clause (a) of regulation 59, he is entitled to the pay which he would have drawn if he had not been transferred, i.e., if he had continued in the old post or the pay which he will draw on taking charge of his new post, whichever is less.

(b) If on joining time under clause (b) or (c) of regulation 59 he is entitled –

(i) When returning from extraordinary leave, other than extraordinary leave not exceeding fourteen days granted in continuation of other leave to no payment at all.
(ii) When returning from leave of any other kind, to the leave salary which he last drew on leave at the rate prescribed for payment of leave salary.
(iii) When returning from deputation out of India of more than 120days duration, the pay which he last drew while on deputation.

(c) If on joining time under clause (d) of regulation 59, he is entitled to pay as though he were on duty in his post in the remote locality even in the case of an employee on straight transfer.

Note: (1) An employee on transfer is not entitled to the joining time except the actual minimum journey time unless his transfer is made in the interests of the Board.

Note: (2) An employee of the Board may be granted the necessary regular leave by the competent authority under the leave regulations admissible to him even if the transfer is at his own request to cover the period after handing over charge at an old station and before taking over at another if the employee of the Board applied for it.

Note: (3) No extra pay (when the transfer involves the grant of extra pay) can be drawn in any case by a relieving employee until the transfer is complete; but, as far as ordinary pay and allowances are concerned an exception may be made to the general rule in all cases in which the charge to be transferred (Whether division or sub-division or other charge) consists of several scattered works which the relieving and relieved employee are required by the orders of a superior officer to inspect together before the transfer can be completed. The relieving employee will be

considered by the Chief Engineer or the Superintending Engineer or any other employee of equivalent rank in if so far as they relate to employees subordinate to him to be excessive. While so taking over charges, the relieving employee will draw -

(a) (i) if he is transferred from a post which he held substantively, his presumptive pay in that post.

(ii) if he is transferred from a post which he held in an officiating capacity, the officiating capacity, the officiating pay admissible in that post or the pay he would draw after the transfer is complete, whichever is less.

(b) City Compensatory Allowance/House Rent Allowance as admissible at the new station on the basis of the pay drawn as at (a) (i) or (ii) above, as the case may be.

(c) If he returns from leave, the presumptive pay of the post from which he went on leave while working in the post by him substantively or the officiating pay of that post or the pay which will be admissible to him in the new post, after taking over charge which ever is less, if he went on leave while working in a post in an officiating capacity.

The period of taking over charge will count for probation in the post which he takes charge.

In each case where the Chief Engineer or the Superintending Engineer or any other employee of equivalent rank to whom the powers are delegated decides to treat the period of taking over charge of a relieving employee as 'duty' under the provisions of the above Note, a declaration in the following form should be invariably issued.

DECLARATION

I, ………………………. (Name and Designation) declare that Sri …………………………….. (Name and designation of the employee to be relieved) and Sri ………………… designation of the relieving employee were engaged in joint inspection of several scattered works and or stores during the period from ………………… to ………. in connection with handing over and taking over charge and I do not consider the above period as excessive during which Sri …………………….. (Name of relieving employee) shall be treaties as on duty.

Station: Name:
Date : Designation:

Note: (4) The concession of house-rent allowance or free quarters ordinarily admissible to an employee should be treated as 'ordinary pay and allowances' within the meaning of the first sentence of Note (3) above and is therefore admissible to both the relieved and the relieving employees.

Note: (5) For an employee who, while officiating in a post, proceeds on training or to attend a course of instruction and who is treated as on duty while under training the period of such duty will count for increment in the post in which he was officiating prior to his being sent for training or instruction if he is allowed the pay of the officiating post during such period.

Note: (6) For the purpose of regulation 61(a) 'Pay' should be taken to be as defined in regulation 10(12).

Note: (7) Whenever an employee officiating in a higher post is in transit consequent on reversion to his substantive post, but is subsequently reappointed to the same officiating post, before taking charge of substantive post the claim for "transit pay" should, be based only on his substantive pay and such period of joining time will not count for increment in the officiating post.

Note:(8) The period spent by the employees holding the posts mentioned in the schedule, appointed by direct recruitment, in taking over charge on their first appointments, should be treated as duty and they should be paid pay and allowances admissible to such posts.

SCHEDULE

[Referred to in Note 8 under regulation 61]

1.[1] Assistant Engineer
(Electrical/Civil/Mechanical/Tele-communication)

2.[2] Additional Assistant Engineer
(Electrical/Civil/Mechanical)

3. Chief Store Keeper

4. Draughtsman I Grade

5. Draughtsman II Grade

6. Draughtsman III Grade

7. Tracers

8. Transport Overseer I Grade

9. Transport Overseer II Grade

10.[3] Chemist

62. **Overstayal of joining time:-** An employee who does not join his post within his joining time is entitled to no pay or leave salary after the end of the joining time. Willful absence from duty after the expiry of joining time may be treated as misbehaviour for the purpose of regulation 27.

63. A person in employment other than in Board's service or on leave granted from such employment, if in the interest of the Board he is appointed to a post under the Board may, at the discretion of the Board, be treated as on joining time while he prepares for and makes the journey to join the post under the Board, and while he prepares for and makes the journey on reversion from the post under the Board, and to return to his original appointment. During such joining time

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1. Junior Engineer redesignated as Asst. Engineer by B.P.Ms.No.1235, dt.24-11-1978.
2. Supervisor redesignated as A.A.E. by B.P.Ms.No.1357, dt.18-12-1978.
3. Asst. Chemist redesignated as 'Chemist' by B.P.Ms.No.157, dt.9-3-81, and Junior Chemist deleted by B.P.Ms.No.324, dt.13-6-1973.

immediately following leave granted by the previous employer to the leave salary, paid to him by his previous employer prior to his appointment to Board Service, or pay equal to the pay of the post in Board's service, whichever is less.

FOREIGN SERVICE

64. **Applicability:-** The regulations in this chapter apply to all employees transferred to foreign service.

65. (a) **Conditions of transfer:-** No employee may be transferred to foreign service against his will.

[1] "Provided that this sub-regulation shall not apply to the transfer of a Board employee to the service of a department of Government, or a body whether incorporated or not which is wholly or substantially owned or controlled by Government or to a Cooperative body set up by Government.

(b) A transfer to foreign service either in or outside India may be sanctioned by the Board.

DELEGATION

The Chairman in the case of Class III and IV employees in the Board's Secretariat and the Chief Engineer in the case of such employees in his office and other offices under his control may sanction the transfer of the employees to foreign service inside the Andhra Pradesh State.

66. A transfer to foreign service is not admissible unless

(a) the duties to be performed after the transfer are such as should, for public reasons, be rendered by a Board employee; and

(b) the Board employee transferred holds, at the time of transfer, a regular post under the Board or holds a lien on a permanent post, or would hold a lien on such a post had his lien not been suspended.

Note: (1) The transfer of a temporary employee to foreign service is permissible.

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[1] . Proviso to Reg. 65(a) added by B.P.(P&G-Per) Ms.No.317, dt.1-9-1992.

Note: (2) The transfer to foreign service from the date on which an individual is appointed to a post on probation is permissible.

Note: (3) The loan on an employee to a private undertaking is to be regarded as a very exceptional measure requiring special justification on a rigorous application of the principle enunciated in clause (a) of this regulation.

Note: (4) No employee shall ordinarily be permitted to take up outside employment concurrently with leave preparatory to retirement. If such an employee is keen on taking up outside employment before he attains the age of superannuation, his services shall ordinarily be placed at the disposal of the outside employer on the usual foreign service terms after canceling the unexpired portion of the leave preparatory to retirement. The balance of leave preparatory to retirement shall not be treated as constructive refusal of leave for purposes of refusal of leave preparatory to retirement under leave regulations. The term of foreign services shall not be extended beyond the age of superannuation.

67. **Transfer to foreign service during leave:-** If an employee is transferred to foreign service while on leave, he ceases, from the date of such transfer, to be on leave and to draw leave salary.

68. **Promotion during foreign service:-** An employee transferred to foreign service shall remain in the cadre in which he was included in a substantive or officiating capacity immediately before his transfer and may be given such substantive or officiating promotion in those cadres as the authority competent to order promotion may decide. In giving such promotion, such authority shall also take into account the nature of the work performed in the foreign service.

69. **Pay and joining time:-** An employee in foreign service will draw pay from the foreign employer from the date on which he relinquishes charge of his post in Board’s service. The amount of his pay, the amount of joining time admissible to him and his pay during such joining time will be fixed by the Board in consultation with the foreign employer.

[1] This regulation will not however operate where due to special reasons, special terms of deputation are agreed upon between the Board and foreign employer.

DELEGATION

The Chairman, Andhra Pradesh State Electricity Board and the Chief Engineer have powers to fix the pay in foreign service of employees whose transfer to such service they are empowered to sanction, subject to the following conditions:-

(a) The pay does not exceed by more than 25 percent of the pay admissible from time to time in the cadre in which the employee concerned held a post prior to his transfer.

(b) No concessions are sanctioned in addition to pay, except

(i) Payment of Leave and Pension or Provident Fund Contributions by the foreign employer.

(ii) Grant of traveling allowance, admissible under the Board.

(iii) Grant of house rent allowance, unhealthy localities special pay hill allowance and other compensatory allowances at the appropriate rates provided that -

(1) Such allowances are specifically admissible to employees of the Board stationed in the same localities; and

(2) The foreign employer meets the cost of such allowances.

Note: (1) The traveling allowance of an employee both in respect of the journey on transfer to foreign service and the journey on reversion there from to Board’s service will be borne by the foreign employer.

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N.B.:- The above note applies even in case where employee lent takes leave on reversion before joining duty under the Board.

[1] . Proviso added to Reg. 69 in B.P.Ms.No.26, dt.15-1-1974.

Note: (2):- The amount of remuneration which may be sanctioned for an employee transferred to foreign service in India shall be regulated as follows:-

(1) the pay which he shall receive in foreign service must be precisely specified in the order sanctioning the transfer. If it is intended that he shall receive any remuneration, or enjoy any concession of pecuniary value, in addition to his pay proper the exact nature of such remuneration or concession must be similarly specified. No employee will be permitted to receive any remuneration or enjoy any concession which is not so specified; and, if the order is silent as to any, particular remuneration or concession it must be assumed that the intention is that it shall not be enjoyed.

(2) The following two general principles must be observed in sanctioning the conditions of transfer:-

(a) The terms granted to the employee must not be such as to impose an unnecessarily heavily burden on the foreign employer who employs him.

(b) The terms granted must not be so greatly excess of the remuneration which the employee would receive in Board's service as to render foreign service appreciably more attractive than Board's service.

(3) Provided that the two principles laid down in paragraph (2) above are observed, the following concessions may be sanctioned by the foreign employer. These concessions must not be sanctioned as a matter of course, but in those cases only in which their grant is justified by the circumstances. The value of the concession must be taken into account in determining the appropriate rate of pay for the employee in foreign service.

(a) The payment of contributions towards leave salary and Provident Fund under the rules regulating such contributions.

(b) The grant of traveling allowance, under the Travelling Allowance regulations of the Board and of permanent traveling allowance, conveyance allowance etc.

(c) The grant of free residential accommodation, which may be furnished in cases in which the Board considers this to be desirable on such scales as may seem proper to the Board.

(d) The use of any conveyance provided by the foreign employer.

(4) The grant of any concessions not specified in paragraph (3) above requires the sanction of the Board.

Note: (3) When an employee is transferred to foreign service under a private employer, the authority sanctioning the transfer should require the employer to deposit security equivalent to three months pay of the employee in foreign service. The Board may however exempt any private employer from making the deposit for any special reasons to be recorded in writing.

For this purpose, the term "Private employer" will not include the Reserve Bank of India, Municipalities, District Boards, Universities, the court of wards, religious institutions under the control of Hindu Religious and Charitable Endowments (Administration) Department, the Indian Central Cotton Committee, the Indian Coconut Committee, the Indian Central Tobacco Committee, the Indian Central Arecanut Committee, the Indian Council of Medical Research, the Indian Council of Agricultural Research, and similar undertakings owned or controlled by the Government of India.

Note: (4) The whole expenditure in respect of any compensatory allowance for periods of leave in or at the end of foreign service shall be borne by the foreign employer.

Note: (5) Foreign employers should in the case of Board employee transferred to foreign service accept liability for leave salary, in respect of disability leave granted on account of a disability incurred in and through foreign service even though such disability manifests itself after the termination of foreign service, the leave salary charges for such leave should be recovered direct from foreign employers, a condition to this effect being inserted in the terms of transfer to foreign service. No additional pension contribution shall be recovered in respect of the period of disability leave.

INSTRUCTION

When any employee lent on foreign service conditions retires from Board service, without at the same time retiring from the service of his foreign employer, the Accounts Wing of the Board shall communicate to the foreign employer through the usual authorities a statement showing the date of retirement and the amount of pension, gratuity, etc., drawn from the Board so as to give the foreign employer the opportunity, if he be so inclined, of revising the existing terms of employment.

70. Foreign Service Contributions:-

(a) While an employee is in foreign service contributions towards the cost of his Pension and / or Provident Fund, must be paid to the Board on his behalf.

(b) If the foreign service is in India, contributions must be paid on account of the cost of leave salary also.

(c) Contributions due under clauses (a) and (b) above shall be paid by the employee himself, unless the foreign employer consents to pay them. These contributions shall not be payable leave taken while in foreign service.

(d) By special arrangement made under Regulation 70(b) contributions on account of leave salary may be required in the case of foreign service out of India also, the contributions being paid by the foreign employer.

INSTRUCTIONS UNDER REGULATION 70

(1) All the terms and conditions of an employee's transfer on foreign service must be settled well in advance in consultation with the foreign employer and communicated to the foreign employer, the Accounts Officer and the employee concerned before the employee is released to take up the foreign service.

(2) The authorities competent to sanction the transfer of an employee to foreign service should also include the following as an additional term in the orders sanctioning the transfer of employees on foreign service.

The foreign employer/employee shall pay leave salary and or Pensioner/Contributory Provident Fund contributions within fifteen days from the end of the month in which the pay on which it is based has been drawn by the employee concerned at the following rates:-

Leave salary contributions

Pension/Contributory	Rs…………… Per month
Provident Fund Contribution	Rs…………… Per month

The amounts of contributions are to be credited under the following Heads of Account.

(i) Pension/Contributory Provident Fund contributions under the Head ………………… the Head ………………………

(ii) Leave salary contributions under the Head.....................

The rates mentioned above shall be treated as provisional pending confirmation by the Accounts Wing of the Board and will be subject to adjustment retrospectively.

(3) While communicating the provisional rates of contributions, the fact that the contributions should be paid promptly subject to adjustments and alternations in accordance with final rates, as may be necessary after intimation of final rates by the Accounts Wing of the Board and the penal interest is leviable for delays in their payment may also be indicated by the sanctioning authorities.

(4) In all the cases of transfer to foreign service in which the liability for making contributions on account of Pension/Contributory Provident Fund, Leave Salary, rent on the transferee, it shall be necessary to secure a letter from the transferee addressed to the foreign employer to pay the Board from his salary a specific monthly sum which would be based on the foreign service contributions which the employee himself has to pay. The issue of such a letter would enable the foreign employer lawfully to effect the necessary deductions from the employee’s salary and remit it to the Board.

A Provision to this effect may be incorporated in all cases of foreign service where the transferee is himself liable for payment of foreign service contributions.

(5) In order to avoid procedural difficulties to enable to the Accounts Officer to report lapses to Board promptly the contributions shall in all cases be remitted to the concerned Accounts Officer by means of Demand Drafts.

71. (a) The rates of monthly contributions for pension and/or Provident Fund and leave salary payable to the Board by the employee or the foreign employer, as the case may be during active foreign service shall be as indicated below or at such rates as may be prescribed by the Board from time to time.

A. PENSION CONTRIBUTION

Length of service in years	CEs, SEs, EEs & Divl.Engrs.(Spl and ordy.Gr.) and other officers of equal rank	Officers of Class I or Class II Service other than those in Col.2	Employees of Class III and IV Service
1	2	3	4
0-1…	Rs. 63	5 percent of the maximum monthly pay of the grade substantively held	4 percent of the maximum monthly pay of the grade substantively held
1-2…	70	5 -do-	4 -do-
2-3…	78	5 -do-	5 -do-
3-4…	86	6 -do-	5 -do-
4-5…	94	6 -do-	5 -do-
5-6…	102	7 -do-	6 -do-
6-7…	110	7 -do-	6 -do-
7-8…	117	8 -do-	7 -do-
8-9…	125	8 -do-	7 -do-
9-10…	133	8 -do-	7 -do-
10-11…	141	9 -do-	8 -do-
11-12…	149	10 -do-	8 -do-
12-13…	157	10 -do-	9 -do-
13-14…	164	10 -do-	9 -do-
14-15…	172	11 -do-	9 -do-

1	2	3	4
55-16…	180	11 -do-	10 -do-
16-17…	188	12 -do-	10 -do-
17-18…	196	12 -do-	10 -do-
18-19…	204	13 -do-	11 -do-
19-20…	211	13 -do-	11 -do-
20-21…	219	14 -do-	12 -do-
21-22…	227	14 -do-	12 -do-
22-23…	235	15 -do-	12 -do-
23-24…	243	15 -do-	13 -do-
24-25…	251	15 -do-	13 -do-
25-26…	258	16 -do-	14 -do-
26-27…	266	16 -do-	14 -do-
27-28…	274	17 -do-	14 -do-
28-29…	282	17 -do-	15 -do-
Over 29...	290	18 -do-	15 -do-

Note: The rates of pension contribution will be designed to secure to the employees the pension that he would have earned under the Board if he had not been transferred to foreign service.

B.	Leave Salary Contribution	Privilege of pay drawn in foreign service
1.	Chief Engineers, Superintending Engineers, Executive Engineers and Divisional Engineers, Special and Ordinary Grade and other officers of equal rank governed by Board Leave Regulations.	15
2.	All employees except those mentioned in item (1) above who are governed by Andhra Pradesh State Electricity Board Leave Regulations.	11

Note: (a) The rates of contribution for leave salary will be designed to secure to the employees leave salary on the scale and under the conditions applicable to him.

(b) While an employee who subscribes to the Contributory Provident/Pension (1) Fund is on foreign service the amount payable as contribution to the Fund by the Board shall be recovered from the foreign employer, and his pensionary

contribution shall be limited to one-half of the rates laid down in the regulation.

The Board contribution to the fund to be recovered from foreign employer shall be based on the pay drawn by the employee from time to time in foreign service.

A foreign employee shall pay the Board's contribution to the Fund not only for the period of foreign service but also for the period of leave earned by the employee in foreign service.

(c) An employee who is subscriber to a Contributory Provident Fund and who is transferred to foreign service shall, if he is allowed to retain that privilege, pay monthly subscriptions calculated on the rate of pay drawn in foreign service. The foreign employer or the employee himself according to the arrangement made under clause (c) of Regulation 70 shall pay, in addition for the period of active foreign service, at such time as the Board may prescribe in each case, a contribution calculated on the monthly subscriptions so determined and equal in amount to what the Board would have contributed to the subscriber's account of that basis.

The foreign employer or the employee himself, according to the arrangement made under clause (c) of regulation 70 shall also pay, to the Board towards the special contribution payable by the Board to the employee on retirement from service, an amount calculated at the rate of half, a month's pay on the maximum monthly pay of the post held by the employee under the Board before transfer to foreign service for each completed year of service inclusive of leave period in foreign employment.

The amount shall be paid before the 15 of the month following that in which the employee completed one year of service in foreign employment.

A foreign employer shall pay the Board's contribution to the fund not only for the period of foreign service but also for the period of leave earned in foreign service.

RULINGS

(1) The term 'active foreign service' used in this regulation is intended to include the period of joining time which may be allowed to an employee both on the occasion of his proceeding to and reverting

from foreign service, and accordingly contributions are leviable in respect of such periods.

(2) (a) The length of service of an employee should for the purpose of calculation of pension contribution, be reckoned from the actual or probable date of commencement of pensionable service. All leave including leave on loss of pay, periods of overstayal and of suspension should be taken into account in calculating length of service.

(b) The assessment of contribution should be made after taking into account the temporary and officiating service rendered by employees, transferred to foreign service. No refunds of contribution should be made even if it is eventually decided that the temporary or officiating service taken into account in the original calculation of contribution should not count for pension.

(c) If in the case of any employee, the periods of previous war service have been allowed to count for active service and total service, for pension such periods of war service should be added to the normal length of his service.

(d) All services rendered in substantive posts before an employee completed 18 years of age should be excluded in reckoning length of service for the assessment of contribution for pension.

(e) In the case of employees who are promoted from a lower to a higher service, the length of service should in all cases, be taken as the total service, reckoning from the date of commencement of pensionable service and contribution should be levied in accordance with the table appropriate to the service to which the particular employee on foreign service at the time belongs.

(3) In the case of temporary employee who is transferred to foreign service, it is for the Board to decide whether or not to recover pension contributions having regard to the probabilities of the employee qualifying for a pension. If it is decided to recover such contributions they should be calculated, with reference to his length of service, in the following manner:-

(a) If he is on a time-scale of pay, on the maximum of time-scale and

(b) If he is on fixed rate of pay, on that pay. In such cases the recovery of contributions for leave salary does not present any difficulty, the amounts being calculated on the pay actually drawn in the foreign service.

(4) When an employee is transferred to foreign service, or when the period of foreign service of an employee is extended, it should be stipulated that the contributions for pension and leave salary or for pension alone, as the case may be, will be recoverable at the rates in force from time to time in accordance with orders issued under regulation 71. Similarly if the officer is on a non-pensionable footing and subscribing to a Contributory Provident Fund, and if he is allowed to retain this privilege while in foreign service, the orders should specify the arrangement made with reference to clause 3 of regulation 71 and state that these will be subject to amendment consequent upon any revision of the orders contained in that paragraph.

(5) In respect of temporary employees in foreign service, pension contribution should be recovered from the foreign employer at the rates prescribed in regulation 71.

Note: In the case of non-permanent employee officiating in more than one post at the time of proceeding on foreign service, the recovery of pension contribution shall be based on the prescribed percentage of the maximum of the grade of the lower of the officiating post.

(6) Pension contribution shall be recovered from the foreign employer on special pay also in addition to that on the maximum of the substantive pay when such special pays count for pension.

72.[1] In calculating the leave salary admissible the pay drawn in foreign service in excess of that admissible under the Board will not be taken into account for the purpose of calculating the contribution for leave salary.

In the case of employees governed by the leave rules under the Fundamental Rules in calculating the rate of leave salary admissible the pay drawn in foreign service, less in the case of those paying their own contribution such part of their pay as may be paid as contribution, will count as pay for the purpose of regulation 10 (3).

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[1] . Reg. 72 is amended in B.P.Ms.No.541, dt.23-7-1975, but cancelled in B.P.Ms.No.50, dt.20-11-1976. As such there is no change in existing Regulation 72.

73. **Payment of contribution:-**

(1) Contribution towards pension, contributory Provident Fund or leave salary which is due from an employee shall be paid within fifteen days from the end of the month in which the pay on which it is based has been drawn by the employee in such manner as may be arranged with the officer who maintains the accounts of the contributions.

(2) If the contribution is not paid within the period prescribed in clause (1) above, the employee must, unless specifically exempted, pay to the Board interest on the unpaid contribution at the rate of 2 Np. Per day per Rs.100 or such other rate as may be prescribed by the Board from time to time upon the amount due from the date of expiry of the said period to the date on which the contribution is finally paid.

(3) If any amount due, including interest, is not paid within twelve months of its accrual, the officer who maintains the accounts of the contributions shall intimate to the employee the amount due up to date, and inform him that, in consequence of the default, he has forfeited his claim to the retiring benefits under the Board's Regulations or retiring benefits and leave salary as the case may be. In order to revive his claim, the employee must at once pay the amount due and represent his case to the Board who will deal finally with it.

(4) Interest on over due contributions will not be remitted by the Board save in very exceptional circumstances.

(5) Interest on over due contributions from foreign employers, who have been exempted from the payment of security deposit, will be levied as laid down in clauses (1) and (2).

74. **With-holding of contributions:-** An employee in foreign service may not elect to withhold contributions and to forfeit the right to count as duty in Board's service the time spent in foreign employment. The contribution paid on his behalf maintains his claim to the retiring benefit to which he is eligible under the Board's Regulations (viz., Pension or Pension and Gratuity or Contributory Provident Fund, as the case may) or such retiring benefit and leave salary as the case may be. Neither he nor the foreign employer has any right of property in contribution paid, and no claim for refund can be entertained.

75. **Payment by foreign employer of gratuity or other benefit:-** An employee transferred to foreign service may not without the sanction of the Board, accept any pension or gratuity from his foreign employer in respect of such service.

76. **Leave during foreign service in India:-** An employee in foreign service in India may not be granted leave otherwise than in accordance with the regulations applicable to the service of which he is a member and may not take leave or receive leave salary from the Board unless he actually quits duty and goes on leave.

77. (a) **Leave during foreign service out of India:-** An employee in foreign service out of India may be granted leave by his employer on such conditions as the employer may determine. In any individual case, the authority sanctioning transfer may determine before hand, in consultation with the employer, the conditions on which leave will be granted by the employer. The leave salary in respect of leave granted by the employer will be paid by the employer and the leave will not be debited against the employee's leave account.

(b) In special circumstances, the authority sanctioning a transfer to foreign service out of India may make arrangement with the foreign employer, under which leave may be granted to the employee in accordance with the regulations applicable to him as employee of the Board, if the foreign employer pays leave contribution at the rate prescribed under Regulation 71.

RULING

For the purpose of pension, the period of leave granted by foreign employers out of India to employees lent to them under regulation 77(a) should be treated as 'leave' and not as 'duty'.

78. **Fixation of pay on officiating promotion:-** An employee of the Board in foreign service, if appointed to officiate in a post in Board's service, will draw pay calculated on the pay of the post in Board's service, on which he holds a lien or would hold a lien had his lien not been suspended and that of the post in which he officiates. His pay in foreign service will not be taken into account in fixing his pay.

79. Reversion from foreign service:- An employee reverts from foreign service to Board's service on the date on which he takes charge of his post in the service of the Board, provided that, if he takes leave on the conclusion of foreign service before rejoining his post, his reversion shall take effect from such date as the Board may decide.

DELEGATION

The authority which granted the leave is empowered to decide the date of reversion of the employee returning after leave from foreign service.

If joining time or traveling allowance or both will be admissible to the employee, the date of reversion from foreign service should not be earlier than the date on which he will take charge of the post in Board's service, unless the foreign employer agrees to pay the transit pay (including leave and pension or provident fund contribution as the case may be) and the traveling allowances.

Note:- The period of leave taken during foreign service counts for pension to the extent to which such period of leave is allowed to count for pension under the pension regulations of Board because the contributions paid on behalf of the employee either by the foreign employer or the employee maintains the employees claim to pension. The entire expenditure in respect of any compensatory allowance for the period of leave in or at the end of foreign service shall be borne by the foreign employer. Such leave availed of by an employee during foreign service is not leave preparatory to retirement unless the employee quits duty under the foreign employer before reaching the age of superannuation.

80. When an employee reverts from foreign service to Board's service his pay will cease to be paid by the foreign employer and his contributions will be discontinued, with effect from the date of reversion.

ANNEXURE

(See Regulation 15)

(1) Certificate of Physical Fitness (for Executive posts)

It must be signed by a Commissioned Medical Officer or a Civil Medical Officer of rank not lower than that of Civil Surgeon or a District Medical Officer or any other private doctor with M.D. or M.S. or any other equivalent qualifications in the case of employees recruited to Class I and

II of any service under the Board. In the case of employees recruited to Class III and IV of any service under the Board the certificate must be signed by a Medical Officer of not lower than that of an Assistant Surgeon or any private doctor with M.B.B.S. or any equivalent qualification.

Note: Register number of the certifying Medical Officer in the Register in which his name has been registered should be mentioned.

Name and rank, medical qualifications of an officer granting the certificate,

I do hereby certify that I have examined (full name …………………..
a candidate for employment under the Andhra Pradesh State Electricity Board in the ………………………….. service as …………………………
and can not discover that he has any disease, constitutional affection or bodily infirmity except that his weight is in excess of/below the standard prescribed, or except I do/do not consider this a disqualification for the employment he seeks.

I do further certify that in my opinion his general physical condition is such as to enable him to perform efficiently the active duties of executive service.

I also certify that he has marks of small-Pox/vaccination.

Chest measurement in centimeters in full inspiration/on full expiration/difference (expansion).

Height Metres Centimetres

Weight (in Kgs.)

His vision is normal

Hypermetropic ( )
(here enter the degree of defect and the strength of correction glasses)

Myopic
(here enter the degree of defect and the strength of correction glasses)

Astigmatic (simple or mixed) ( )
(here enter the degree of defect and the strength of correction glasses)

Hearing is normal, defective (Much or slight)

Urine-Does chemical examination show (i) albumen, (ii) Sugar, State specific gravity. Personal marks (at least two should be mentioned).

Station: Signature:

Dated : Rank/Qualification:

Designation:

The candidate must make the statement required below prior to his medical examination and must sign the declaration appended thereto. His attention is specially directed to the warning contained in the note below:-

1. State your name in full

2. State your age and birth place

3. (a) Have you ever had small-pox intermittent or any other fever, enlargement or suppuration of glands, spitting of blood, asthma, inflammation of lungs, heart disease, fainting attacks, rheumatism, appendicitis?

or

(b) any other disease or accident requiring confinement to bed and medical or surgical treatment?

or

(c) Suffered from any illness, wound or injuries sustained while on active service during the war.

4. When were you last vaccinated?

5. Have you or any of your near relations been afflicted with consumption, scrofula, gout asthma, fits, epilepsy or insanity?

6. Have you suffered from any form of nervousness due to over work or any other cause?

7. Have you been examined and declared unit for Government or Board Service by any Medical Officer/Medical Board within the last three

years? (To be filled in only in the case of candidate under Class III and Class IV of any Service under Board).

8. Furnish the following particulars concerning your family

Father's age if living and state of health	Father's age at death and cause of death	Number of brothers living, their ages and state of health

Number of brothers dead
Their ages at and cause of death

Mother's age, if living and state of health

Mother's age at death and cause of death

Number of sisters living, their ages and state of health

Number of sisters dead, their ages at and cause of death

I declare all the above answers to be, to the best of my belief, true and correct

Candidate's Signature

Note: (1) The candidate will be held responsible for the accuracy of the above statement. By willfully suppressing any information he will incur the risk of losing the appointment and, if appointed, of forfeiting all claims to superannuation allowance or gratuity.

Note: (2) Certificate of physical fitness (for other than executive post)

It must be signed by a Commissioned Medical Officer or a Civil Medical Officer of rank not lower than that of Civil Surgeon or a District Medical Officer or any other private Doctor with M.D. or M.S. or any other equivalent qualification in the case of the employees recruited to Class I and II of any service under the Board. In the case of employees recruited to Class III and IV of any service under the Board, the certificate must be signed by a Medical Officer of not lower than that of an Assistant Surgeon or any private doctor with M.B.B.S., or any equivalent qualification.

Name and rank/qualifications of officer granting the certificate.

I do hereby certify that I have examined (full name……………………… a candidate for employment under the Andhra Pradesh State Electricity Board in the service as ……………………………… and can not discover that he has any disease, constitutional affection or bodily infirmity except that his weight is in excess of below the standard prescribed, or except.

I do/do not consider this a disqualification for the employment he seeks.

I also certify that he has marks of vaccination/small-pox.

Chest measurement in centimeters in full inspiration/on full expiration/difference (expansion).

Height Metres Centimetres

Weight (in Kgs.)

His vision is normal

Hypermetropic ( )
(here enter the degree of defect and the strength of correction glasses)

Myopic
(here enter the degree of defect and the strength of correction glasses)

Astigmatic (simple or mixed) ( )
(here enter the degree of defect and the strength of correction glasses)

Hearing is normal, defective (Much or slight)

Urine-Does chemical examination show (i) albumen, (ii) Sugar, State specific gravity. Personal marks (at least two should be mentioned).

Station: Signature:

Dated : Rank/Qualification:

Designation:

The candidate must make the statement required below prior to his medical examination and must sign the declaration appended thereto. His attention is specially directed to the warning contained in the note below:-

1. State your name in full

2. State your age and birth place

3. (a) Have you ever had small-pox intermittent or any other fever, enlargement or suppuration of glands, spitting of blood, asthma, inflammation of lungs, heart disease, fainting attacks, rheumatism, appendicitis?

or

(b) any other disease or accident requiring confinement to bed and medical or surgical treatment?

Or

(c) Suffered from any illness, wound or injuries sustained while on active service during the war.

4. When were you last vaccinated?

5. Have you or any of your near relations been afflicted with consumption, scrofula, gout asthma, fits, epilepsy or insanity?

6. Have you suffered from any form of nervousness due to over work or any other cause?

7. Have you been examined and declared unit for Government or Board Service by any Medical Officer/Medical Board within the last three years? (To be filled in only in the case of candidate under Class III and Class IV of any Service under the Board).

8. Furnish the following particulars concerning your family

Father's age if living and state of health	Father's age at death and cause of death	Number of brothers living, their ages and state of health

Number of brothers dead
Their ages at and cause of death

Mother’s age, if living and state of health

Mother’s age at death and cause of death

Number of sisters living, their ages and state of health

Number of sisters dead, their ages at and cause of death

I declare all the above answers to be, to the best of my belief, true and correct.

Candidate’s Signature

Note: The candidate will be held responsible for the accuracy of the above statement. By willfully suppressing any information he will incur the risk of losing the appointment and, if appointed, of forfeiting all claims to superannuation allowance or gratuity.

ANDHRA PRADESH STATE ELECTRICITY BOARD

Service Regulations

PART-II

In exercise of the powers conferred by Section 79(c) and (k) of the Electricity (Supply) Act 1948 (Central Act 54 of 1948) and all other powers hereunto enabling the Andhra Pradesh State Electricity Board hereby makes the following Regulations:

1. These Regulations may be called Andhra Pradesh State Electricity Board Service Regulations - Part-II, and shall come into force on and with effect from such a date as the Board may direct*[1 and 2].

2. **Scope of the Service Regulations (Part-II):** These regulations shall apply to all employees of the Board including those employed under contracts and on deputation from Government who draw their pay once a month in a time scale of pay. All employees of the Board Services to whom these regulations apply, shall be bound by the regulation in force from time to time. The Board shall have authority to amend these regulations at any time and from time to time.

Provided that these regulations shall not be applicable to any employee service under the contract of service or to Government servants working on deputation in the Board to the extent they are repugnant to the terms of the contract in the former case and to the terms of the deputation in the latter.

3. The expressions "Andhra" "Andhra area" and "Andhra region" (where those expressions refer to the territory or area) shall, unless the context otherwise requires, mean the territories specified in sub-section (1) of Section 3 of the Andhra Pradesh State Act, 1953 (Central Act XXX of 1953).

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1. B.P.Ms.No.547, dt.21-8-67 in exercise of the powers conferred by clause (c) of the Section 79 of the Electricity (Supply) Act, 1948 (Central Act LIV of 1948) the Andhra Pradesh State Electricity Board hereby makes the Andhra Pradesh State Electricity Board Service Regulations - Part II, annexed to this B.P.
2. These Regulations came into force from 4-3-1970.

The expressions “Telangana” “Telangana area” and “Telangana region” (Where those expression refer to the territory or area) shall, unless the context other-wise enquires, mean the territories specified in sub-section (1) Section 3 of the State Re-organization Act, 1956 (Central Act XXXVI of 1956).

4. **Definitions:** In these regulations unless there is anything repugnant in the subject or context.

(1) **Appointment to a service:-** A person is said to be appointed to a service when in accordance with these regulations or in accordance with the regulations applicable at the time, as the case may be, he discharges for the first time the duties of a post borne on the cadre of such service or commences the probation, instruction or training prescribed for members thereof.

Explanation: The appointment of a person holding a post borne on the cadre of one service to hold additional charge of a post borne on the cadre of another service or to discharge the current duties thereof does not amount to appointment to the latter service.

(2) **Approved Candidate:-** “Approved Candidate” means a candidate, whose name appears in an authoritative list of candidates approved for appointment to any service, class or category.

(3) **Approved Probationer:-** “Approved Probationer” in a service, class or category means a member of that service, class or category, who has satisfactorily completed his probation and awaits appointment as a full member of such service, class or category.

(4) **Backward Classes, Aboriginal Tribes, Scheduled Castes and Scheduled Tribes** means the communities declared as such by the Andhra Pradesh Government from time to time. (The existing list under Government rules is kept as Schedule I to these regulations).

(5) **“The Board”** means the Andhra Pradesh State Electricity Board.

(6) **“Committee”** means the committees constituted by the Board for making selection of the particular service.

(7) **Discharge of a Probationer:-** "Discharge of a Probationer" means in case the probationer is a full member or an approved probationer of another service, Class or category, reverting him to such service, class or category and in any other case, dispensing with his services.

(8) A person is said to be on duty, as a member of a service:-

(a) When he is performing the duties of a post borne on the cadre of such service or is undergoing the probation, instruction or training prescribed for such service; or is deputed for higher studies or for under-going training in India or abroad, provided the person on deputation has discharged the duties of the post for atleast on year.

(b) When he is on joining time; or

(c) When he is absent from duty on authorized holidays or on casual leave or on compensatory holidays taken in accordance with instructions regulating such leave or holidays issued by the Andhra Pradesh State Electricity Board having been on duty immediately before and immediately after such absence; or

(d) When he is absent from duty during the period of training for courses of instruction and the period spent in camps as a member of the Auxiliary Air Force and also during the Period spent for interview or for attending medical examinations at the time of recruitment or commissioning, or

(e) When he is absent from duty during the period of training including the period spent in transit as a member of the Indian Fleet Reserve or as a Reservist of the Army or Air Force (excluding the Reserve of Officer); or

(f) When he is absent from duty during the period of training in the Territorial Army including the period spent in transit for under going annual training in the said army, or

(g) When he is absent from duty as a member of Air Defence Reserve when called upon for service in the aid of the Civil Power or for Air Force Services or during the period of annual training exceeding one month in the case of permanent and temporary Board employees and persons

on work charged establishments or during the period of training in Air Defence Reserve or Air Forces service in the case of probationers.

Explanation: Participation of a Board employee in the ceremonial parade on special occasions like the Territorial Army Day, Republic Day, visit of a minister and the like in his capacity as a member of the Air Defence Reserve, shall be treated as part of his training.

(h) When he is absent from duty for service in the National Cadet Corps or during the period of training including the period spent in transit thereof;

(i) When an [1]Office Subordinate or other class IV employee is absent from duty during the period of training in the Lok Sahayak Sena Camp including the period spent in transit thereof.

(9) **Full Member:-** "Full Member" of a service means a member of that service who has been appointed substantively to a permanent post borne on the cadre thereof.

(10) **General Regulations:-** "General Regulations" shall mean the regulations in parts I and II of Service Regulations.

(11) **Government:-** "Government" means Government of Andhra Pradesh.

(12) **Member of a service:-** Member of Service" means a person who has been appointed to that service and who has not retired or resigned, or who has not been removed or dismissed, or substantively transferred or reduced to another service, or who has not been discharged otherwise than for want of a vacancy. He may be a probationer, an probationer or a full member of that service.

(13) **Military Duty:-** "Military Duty" means such duties as are treated as military duty from time to time by the State Government.

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[1]. "Attender" is redesignated as "Office Subordinate" in T.O.O. (Addl.Secy.-Per) Ms.No.237, dt.10-11-2006.

[1](a) **Defence Force of the Union:-** "Defence Forces of the Union" means the Naval, Military or Air Force of the Union, [2](and includes the Armed Forces of the former Indian States).

[3](b) **Ex-Serviceman:-** "Ex-serviceman" means a person who has served in any rank (whether as a combatant or as non-combatant) in the armed forces of the union, including the Armed Forces of the former Indian States but excluding the Assam Rifles, Defence Security Corps, General Reserve Engineering Forces, Jammu and Kashmir, Militia, Lok Sahayak Sena and Territorial Army, for a continuous period of not less than six months after attestation and

(i) has been released otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or has been transferred to the reserve pending such release; or

(ii) has to serve for not more than six months for completing the period of service requisite for becoming entitled to be released or transferred to the reserve as aforesaid.

[4](c) **Meritorious Sportsmen:-** "Meritorious Sportsmen" means who has represented the State or the Country in a National or International competition or Universities in the Inter-University Tournaments conducted by the Interuniversity Boards or the State school team in the National Posts/Games/School conducted All India games/Federation in any of the games, sports mentioned below.

1. Athletics (including Tract and Field Events)
2. Badminton
3. Basketball
4. Cricket
5. Football

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1 . Reg. 4(13)(a) is added in B.P.Ms.No.82, dt.5-2-1975.
2. Deleted in B.P.Ms.No.510, dt.19-6-1976.
3. Reg. 4(13)(b) is added in B.P.Ms.No.510, dt.19-6-1976.
4. added in B.P.Ms.No.278, dt.12-3-1978.

6. Hockey
7. Swimming
8. Table Tennis
9. Volley Ball
10. Tennis
11. Weightlifting
12. Wrestling
13. Boxing
14. Cycling
15. Gymnastics
16. Judo
17. Rifle Shooting
18. Kabaddi
19. Kho-Kho
[1]20. Bal Badminton
[1]21. Archery
[1]22. Equestrian Sports
[1]23. Hand Ball
[1]24. Rowing
[1]25. Chess

(14) **Probationer:-** "Probationer" in a service means a member of that service who has not completed his probation.

(15) **Promotion:-** "Promotion" means the appointment of a member of any category or grade of a service or a class of service to a higher category or grade of such service or such class of service.

(16) **Recruiting Authority:-** "Recruiting Authority" means such authority authorized by the Board to make recruitment to the several services under the Board.

(17) **Recruited Direct:-** A candidate is said to be "Recruited Direct" to a Service, Class, Category or post if at the time of his first appointment thereto, he is not in the service of the Andhra Pradesh State Electricity Board or the Government of a State or the Government of India.

Provided that, for the purpose of this definition, a person shall be deemed to be not in the service of the Andhra Pradesh State Electricity Board, nor in the service of the Government of State or the Government of India.

[1] . Items 20 to 25 added by B.P.Ms.No.280, dt.31-10-1994.

(i) If a period of five years has not elapsed since his first appointment to a service of the A.P.S.E.B. and or the Government of State or the Government of India; or

(ii) If he belongs to the Scheduled Castes or Scheduled Tribes.

(18) Recruited by transfer:

(a) A candidate is said to be "Recruited by transfer" to a service if, at the time of his first appointment thereto, he is either a full member or has or is deemed to have satisfactorily completed probation in any other service; or

(b) In case, at the time of his first appointment thereto, he is the holder of a post which has been included in another service but for which no probation has been prescribed, if he has put satisfactory service in that post for a total period of two years on duty within continuous period of three years.

Provided that where the Service Regulations part-III for any service provide for appointment to any category thereof both by direct recruitment and recruitment by transfer and a candidate is eligible for being appointed either direct or any transfer, he will be allowed the option to elect whichever mode of recruitment is advantageous to him and the option once exercised shall be final.

Explanation:- Where the Service Regulations Part-III for a service provide for recruitment to that service or to any class or category thereof by transfer from any specified service, class or category, a candidate need not, for the purposes of such recruitment, be a full member or an approved probationer in the service, class or category so specified provided he is a full member or an approved probationer in any other service, class or category, the service in which may be considered by the Board (whose orders should be obtained in each individual case) as suitable for purposes of the recruitment in question.

(19) **Service:-** "Service" means a group of employees constituted by the Andhra Pradesh State Electricity Board as a separate service.

Provided that for the purposes of recruitment, promotion and transfer and the proviso to the General Regulation 13 each class included in the Andhra Pradesh State Electricity Board Service shall be regarded as a separate service.

Note: where the context so required "Service" means the period during which a person holds a post in accordance with these regulations except Regulation 14 or a lien on a post or is a member of a service as above defined.

(20) **Special Regulations:-** "Special Regulations" shall mean the regulations in Part-III applicable to each class or service including the adhoc regulations applicable to temporary posts.

(21) **War Service:-** "War Service" means such service as has been recognized as war service from time to time by the State Government.

(22) Words importing either gender shall be taken to include those of the other gender if circumstances so require.

5. **Pay, Allowance, Leave, Salary, Pension or Provident Fund and other conditions of service:-** The Andhra Pradesh State Electricity Board Services (Classification, Control and Appeal) Regulations, the regulations regulating the pay of the services, the Board, Employees Conduct Regulations, the Board Leave Regulations and the Pension or Provident Fund Regulations and any other regulations similar thereto for the time being in force, shall, in so far as they may be applicable and expect to the extent expressly provided in these regulations, govern members of every service in the matter of their pay, allowances, leaves, leave salary, pension or provident funds and other conditions of service.

Provided, that where any employee has been absorbed permanently from State Government service into the service of the Board, he may elect to be governed by the provisions of the corresponding State Government Rules in force on the date of his absorption into Board Service.

6. **Cadre:-** The Permanent cadre of each service, class, category and grade shall be determined by the Andhra Pradesh State Electricity Board.

7. **Relation to the special Regulations:-** If any provision in these Regulations is repugnant to a provision in the Special Regulations applicable to any particular service, contained in Part-III the latter shall, in respect of that service, prevail over the provision in regulations in this part.

8. Approved Candidates:-

[1](1) (i) All first appointments to a service and all promotions in a service otherwise than in accordance with Sub-Regulation (a) and (b) of Regulation 24 shall be made by the appointing authority or the authority specified in Sub-Regulation (c) as the case may be from a list of approved candidates. Such list shall be prepared in the prescribed manner by the appointing authority or any other authority empowered in the regulations in that behalf. Where the candidates in such list, are arranged in their order of preference, appointments to the service or promotions therein shall be made in such order.

(ii) The list of approved candidates for appointment by promotion shall be prepared during June to August every year. For the purpose of preparing the said list, qualified and eligible candidates equal to [3]**the 20% excess of** [2](twice) the number of estimated vacancies both existing and estimated to arise upto 31st August of the succeeding year shall be considered. Estimated vacancies means retirement vacancies, new posts already sanctioned and deputation expected to last over one year less incoming returning deputationists. [4]Regular panel shall be equal to the actual estimated vacancies. A separate panel of candidates shall also be prepared taking into account the vacancies not exceeding 20% of the total estimate of vacancies, ignoring fraction of less than ½ or 0.5 and rounding of fraction of ½ or more i.e., 0.5 and above to the next nearest number as reserve to fill up the vacancies likely to last on account of exhausting the yearly panel due to V.R.S., death and new posts created up to the validity of the yearly panel i.e., up to 31st August.

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1. Reg. 8 (1) (i) (ii) (iii) (iv) are substituted old Reg. 8(i) (ii) (iii) (iv) respectively by deleting the letter (a) occurring before (1) (a) therein by B.P.Ms.No.972, dt.14-10-1988. Earlier substituted in B.P.Ms.No.168, dt.31-3-1971.
2. The word "twice" is deleted by B.P.(P&G-Per) Ms.No.191, dt.12-7-1993.
3. Inserted the words **"the 20% excess of "** between the words "candidates equal to" and "the number of estimates vacancies" vide T.O.O. (Addl.Secy.-Per) Ms.No.201, dt.19-12-2007.
4. Added vide T.O.O. (Addl.Secy-Per) Ms.No.35, dt.17-05-2008.

The candidates to be considered in 20% excess panel should be fully qualified and eligible as on the date of drawl of panel.

Merit cum seniority and limited recruitment are to be taken separately for considering 100% vacancies and 20% excess vacancies.

[1]Provided that if the number of candidates to be included in the list of approved candidates falls short of the number of vacancies estimated, such short fall shall be made good by considering the names of qualified and eligible candidates as per seniority.

[2]8(1)(ii)(A) Inclusion of a candidate's name in any panel of candidates for any Service, Class or Category shall not confer on him any right for appointment to such Service, Class or Category.

(iii) The list of approved candidates shall be valid for one year from the date of approval by the competent authority. The Board may for reasons to be recorded extend the validity of the list by a period not exceeding six months. It shall lapse thereafter and those not promoted by then shall have to be reconsidered for fresh list. [3]Fresh lists of approved candidates shall be prepared when the names in the approved list of candidates get exhausted and there are vacant posts that need to be filled in during the panel year.

(iv) The Number of candidates approved for inclusion in any list shall not exceed the number of vacancies estimated in the manner set out in Regulations 8(i) (ii).

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[1] . Substituted by B.P.(P&G-Per) Ms.No.191, dt.12-7-1993.
[2] . Added the clause 8 (1) (ii) (A) by T.O.O. (Addl.Secy.-Per) Ms.No.201, dt.19-12-2007.
[3] . Added by B.P. (P&G-Per) Ms.No.91, dt.28-5-1994.

[1]Provided that where notional promotions are decided to be given with retrospective effect, the approved list prepared on review in accordance with Regulation 8(2) below by the inclusion of fresh names shall be restricted to the number of candidates whose names are included in the original approved list. In the process of such review, if it is decided to include the names of certain number of candidates in the approved list, the names of equal number of candidates included at the end of the original approved list shall be deleted, in case the original approved list is not exhausted by promoting all the candidates enlisted therein.

[2]Provided that such of those candidates recommended for inclusion are due to retire from service on attaining the age of superannuation during the validity of list of approved candidates, equal number of candidates as per seniority and found fit for promotion shall also be recommended for inclusion.

[3](2) The following cases shall again be placed before the Departmental Promotion Committee for review for purpose of addition to, or deletion from the approved list at any time.

(a) When qualified and eligible candidates were omitted to be considered; or

(b) Un-qualified and ineligible candidates were considered by mistake;

(c) Where the seniority of a candidate is revised with retrospective effect and is different from the seniority list placed before the earlier Departmental Promotion Committee; or

1 . Added by B.P.(P&G-Per)Ms.No.248, dt.11-8-93.
2 . Added by B.P.(P&G-Per)Ms.No.83, dt.27-7-95.
3 . Reg. 8(2) substituted by B.P.Ms.No.752, dt.26-6-1989.

(d) Where some procedural irregularity was committed by Departmental Promotion Committee; or

(e) When adverse remarks in the Annual Appraisal Reports/Confidential Reports were subsequently toned down or expunged after the Departmental Promotion Committee had considered the case of the candidate; or

(f) Candidates considered for inclusion in the list but whose cases were deferred because of their being under suspension or facing enquiry in disciplinary proceedings or before criminal court or whose conduct was under investigation at the time of preparation of the list but who have subsequently been exonerated and restored to rightful place with retrospective effect.

NOTE: The review Departmental Promotion Committee shall consider only those candidates who were qualified and eligible as on the date of original Departmental Promotion Committee meeting. It shall restrict the scrutiny to the Annual Appraisal Reports/Confidential Reports for the period relevant to the original Departmental Promotion Committee. The Annual Appraisal Reports/Confidential Reports written for subsequent period shall not be considered. However, if any adverse remarks relating to the relevant period were toned down or expunged, the modified Annual Appraisal Reports/Confidential Reports shall be considered as if the original adverse remarks did not exist at all.

8.[1] (b) Deleted.

9.[2] Every candidate for appointment to any service who, in response to a notification issued by a Recruiting Authority, makes an application, shall remit the fees prescribed below either through a crossed postal order or by payment into the State Bank of Hyderabad at Hyderabad or State Bank of India at Hyderabad or into any of their Branches where the Board has got its Banking arrangement, to the credit of the funds of the Board under the head of "Andhra Pradesh State Electricity Board Revenue B. Expenditure 8 other charges - credits A.99 (d) other miscellaneous receipts" and shall send the postal

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1 . Reg. 8(b) and note thereunder deleted by B.P.Ms.No.752, dt.26-6-1989.
2. Reg. 9 substituted by B.P.(P&G-Per) Ms.No.278, dt.31-10-1994.

order, or Bank receipt therefor to the Recruiting Authority with his application.

(i)	Applications for competitive examination comprising a written test and an oral test in the shape of an interview.		For the post whose minimum Basic is Rs.2410/- and above Rs.120/- and for other posts Rs.80/-.		Each for each group of services as constituted by the Board for the purpose of competitive examinations.
(ii)	Applicants for competitive examination comprising only an oral test in the shape of an interview.		For the post whose minimum Basic is Rs.2410/- and above Rs.80/- and for other posts Rs.50/-.		
(iii)	Applicants for competitive examination comprising only a written test.		For the post whose minimum Basic is less than Rs.2410/- Rs.40/-.		Each for each group of services as constituted by the Board for the purpose of competitive examination.

(i) provided that this Regulation shall not apply to a candidate belonging to any of the Schedule Castes or the Scheduled Tribes or the Aboriginal Tribes or the Backward Classes or Physically Handicapped persons upto the 22nd September 2000 A.D.

(ii) Provided further this regulation shall not apply to the members of the Operation and Maintenance and Construction Establishment carrying a minimum of Rs.1330/- and less per month and to candidates who are Ex-Servicemen.

10. **Method of Recruitment:-** Where the normal method of recruitment to any service, class or category in neither solely by direct recruitment nor solely by transfer but is both by direct recruitment and by transfer.

(a) the proportion or order in which the special regulations concerned may required vacancies to be filled by persons recruited direct and by those recruited by transfer shall be applicable only to substantive vacancies in the permanent cadre;

(b) A person shall be recruited direct only against a substantive vacancy in such permanent cadre, and only if the vacancy is one which should be filled by a direct recruit under the Special regulations referred to in clause (a); and

(c) recruitment to all other vacancies shall be made by transfer;

Provided that nothing in this regulation shall adversely affect any person who on the date of issue of the special regulations referred to in Clause (a) was a probationer in such service, class or category, as the case may be.

11. **Right of probationer and approved probationers to reappointment**:- A vacancy in any class of service, category or grade not being a vacancy which should be filled by direct recruitment shall not be filled by the appointment of a person who has not yet commenced his probation in such class of service, category or grade, when an approved probationer or a probationer therein is available for such appointment.

12. **Discharge and re-appointment of members:-**

(a) Where the normal method of recruitment to any category is both by direct recruitment and by promotion, probationers and approved probationers, who were recruited direct, shall not be discharged for want of vacancies. Others shall be discharged for want of vacancies in the following order:-

First, the probationers in order of Juniority;

Second, approved probationers in order of Juniority.

(b) Members who have been discharged for want of vacancies shall be re-appointed as vacancies arise, in the inverse of the order laid dawn in sub regulation (a).

13. Members absent from duty:- The absence of a member of a service from duty in such service, whether on leave, on foreign service, on deputation or for any other reason and whether his lien in a post borne on the cadre of such service is suspended or not shall not if he is otherwise fit, render him ineligible in his turn-

(a) for re-appointment to a substantive or officiating vacancy in the class, category, grade or post in which he may be probationer and approved probationer,

(b) for promotion from lower to a higher category in such service, or

(c) for appointment to any substantive or officiating vacancy in another service for which he may be an approved candidate, as the case may be, in the same manner as if he had not been absent. He shall be entitled to all the privileges in respect of appointment, seniority, probation and appointment as full member which he would have enjoyed but for his absence subject to his completing satisfactorily the period of probation on his return.

Provided that a member of a service who is appointed to another service and is a probationer or an approved probationer in the latter service, shall not be appointed under clause (c) to any other service for which he may be an approved candidate unless he relinquishes his membership in the latter service in which he is a probationer or an approved probationer.

14. **Temporary appointments and promotions:-** The appointing authority may appoint or promote temporarily a person otherwise than in accordance with the provisions of these regulations in the following cases until a person is appointed in accordance with the regulations.

(a) (1) Where, it is necessary in the interest of the administration to fill up a vacancy immediately and there would be undue delay in making an appointment or promotion as the case may be in accordance with these regulations.

(2) Where it is necessary to fill a short vacancy in a post and the appointment or promotion, as the case may be, would involve excessive expenditure on traveling allowance or exceptional administrative inconvenience.

Note: (i) No appointment or promotion shall ordinarily be made under the above clauses of a person who does not posses the qualifications, if any, prescribed for the post. Every person appointed or promoted under clause (a) (1) who does not posses the qualifications shall be replaced as soon as possible by a person possessing the prescribed qualifications.

(ii) A person appointed or promoted under clause (a) (1) shall, whether or not he possesses the prescribed qualification, be replaced as soon as possible by an approved candidate qualified to hold the post or by a member of the service, who is entitled for promotion to the post.

(b) Where general or special qualifications have been prescribed for holding a post in a category and no member of the lower category from which promotion is to be made to this category possesses the prescribed qualifications, a member of the lower category may be promoted temporarily to the higher category until a member qualified becomes available for promotion.

(c) A person appointed or promoted under clause 1(a) or (b) shall not be regarded as a probationer in such category or be entitled by reason of such appointment to any preferential claim to future appointment or promotion to such categories. The services of such a person shall be liable to be terminated or reverted to lower category, as the case may be, by the appointing authority at any time without notice and without any reason being assigned.

[1](d) There shall be paid persons appointed the minimum pay in the time scale of pay. In the case of promotee, his pay shall be fixed at the stage of time scale next above his substantive pay or the officiating pay in respect of the old post or the minimum of the time scale of the post whichever is higher.

(e) Not withstanding anything contained in these regulations, if and when a temporary post is created as an addition to the cadre of any class of service or category and the holder thereof is required by the Board to posses such qualifications, knowledge or experience any person who possess such qualifications, knowledge or experience, and is considered to

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1 . Reg. 14(d) is substituted in B.P.Ms.No.25, dt.15-1-1974.

be the best fitted to discharge the duties of such post may, irrespective of other considerations, be appointed to that post by the appointing authority; but the person so appointed shall not, by reason only of such appointment, be regarded as a probationer in such class of service, or category nor shall be acquire thereby any preferential right to future appointment to such class of service or category.

15. **Appointment by agreements:-**

(1) When, in the opinion of the Andhra Pradesh State Electricity Board, special provisions inconsistent with any of these regulations are required in respect of any or all of the conditions of service, pay and allowances, pension, discipline and conduct with reference to any particular post it shall be open to Board to make an appointment to such post otherwise than in accordance with these regulations and to provide, by agreement with the person so appointed for any of the matters in respect of which, in the opinion of the Board, special provisions are required to be made and to the extent to which such provisions are made in the agreement, nothing in these regulations shall apply to any person so appointed in respect of any matter for which provision is made in the agreement.

Provided that in every agreement made in exercise of the power conferred by this regulation, it shall further be provided that, in respect of any matter in respect of which no provision has been made in the agreement, the provisions of these regulations shall apply.

(2) A person appointed under sub-regulation (1) shall not be regarded as a member of the service in which the post to which he is appointed is included and shall not be entitled by reason only of such appointment to any preferential claim to any other appointment in that or any other service.

16. **Qualifications:-**

(1) (a) (i) The minimum general Education Qualification wherever referred to in these regulations shall be the qualifications prescribed in the schedule No.II. No person shall be eligible for appointment to the post shall unless he posses the qualifications therein;

[1]Provided that a person, who has appeared for SSC (X class) Public Examination held by the Board of Secondary Education, Andhra Pradesh, Hyderabad and has been declared eligible for admission to the Intermediate courses of study, shall be eligible for appointment to a post in any sate or sub-ordinate service for which the minimum General Education Qualification prescribed in the said Schedule is specified as a Qualification for the said appointment.

Provided further that a person, who has passed the SSC (X class) Public Examination Compartmentally shall, in order to become eligible for the said appointment, obtain the following marks under the academic and bifurcated courses:-

(i) **FOR CANDIDATES OFFERING ACADEMIC COURSES:**

First Language	35% of marks
Second Language	20% of marks
Third Language (English)	35% of marks
Mathematics	35% of marks
General Sciences	35% of marks
Social Studies	35% of marks

(ii) **FOR CANDIDATES OFFERING BIFURCATED COURSES:-**

First Language	35% of marks
Second Language	20% of marks
Third Language (English)	35% of marks
Prescribed combination subjects of bifurcated courses (numbering 4)	30% of marks (in each subject)

1 . Proviso added in B.P.Ms.No.65, dt.16-2-1971.

Note: Where the regulations required the possession of the University degree or diploma, the degree or diplomas granted by all Universities or institutions recognized by the Central University Grants Commission should be recognized and treated as equivalent qualification for purposes of recruitment of posts in Board's service.

(ii) Where the special Regulations for any service prescribe the possession of the minimum General Educational Qualification referred to in clause (i) as a qualification for appointment as full member in such service or in any class or category thereof, a person already in service on the date of these regulations coming into force, who does not possess the minimum general educational qualification, but who is certified by the Chief Engineer in the case of the persons under his control or by the Secretary, Andhra Pradesh State Electricity Board in the case of Board Secretariat to be otherwise deserving of such appointment shall be eligible to be considered by the relevant authority in respect of appointment, to the posts in the said service, class or category thereof along with other candidates possessing the minimum general educational qualification in accordance with the relevant regulations and if he is selected for such appointment he shall be deemed to posses the minimum general educational qualification.

(b) No person shall be eligible for appointment to any service by direct recruitment unless he satisfies the Recruiting Authority;

(i) that he is of sound health, active habits and free from any bodily defect or infirmity unfitting him for such service.

(ii) that his character and antecedents are such as to qualify him for such service.

Note:- For this purpose, the candidates should produce three certificates from three persons of respectable status and/or holding responsible positions, testifying to his conduct and character.

(iii) that such person does not have more than one wife living or if such person is a woman, that she is not married to any person who has a wife living.

(c) No candidate other than a citizen of India, shall except with the previous sanction of the Andhra Pradesh State Electricity Board and except in accordance with such conditions and restrictions as they may lay down, be included in any list of approved candidates; such sanction shall not be accorded unless the Andhra Pradesh State Electricity Board is satisfied that a sufficient number of such citizens, who are qualified and suitable is not available:

Provided that a Tibetan who came over to India before the 1st January, 1962, with the intention of permanently settling in India shall, subject to the issue by the Government of India of a certificate of eligibility in his favour, be eligible for appointment to Andhra Pradesh State Electricity Board if he is otherwise qualified and suitable for such appointment.

(d) No person shall be eligible for appointment to Andhra Pradesh State Electricity Board Service who himself, or through his relations or friends, has canvassed or endeavoured to enlist for his candidature extraneous support whether from officials or non officials.

Not withstanding anything in the General Regulations in Part II of these Regulations or in the Special Regulations contained in Part III of these Regulations, the maximum age limit prescribed for appointment by the direct recruitment to any non-technical post which falls under clause (a) of the first schedule to the Andhra Pradesh Public Employment (Recruitment as to Residence) Rules, 1959 shall be raised by five years in the case of a person who produces a certificate of eligibility granted under rule 4 of the last mentioned rule.

(e) **Age:-**

(i) Technical Personnel or non-technical Personnel who have, on or before the first day of the month in which selection is held, completed 30 or [1]28 years of age respectively shall not be eligible for direct recruitment. Minors, i.e., candidates who have not completed 18 years of age also shall not be eligible for direct recruitment.

[1]. Amendment in B.P.Ms.No.651, dt.20-10-1971.

(ii) The maximum age limit prescribed for other communities in the special regulations shall be raised uniformly by five years in the case of candidates belonging to any of the Aboriginal Tribes in the agency areas, Schedule Castes[1] or Schedule Tribes [1]and Backward Classes specified in schedule 1 to these regulations for direct recruitment to services and post under the Andhra Pradesh State Electricity Board:

(i) Provided that no such age concession shall be allowed for direct recruitment to the post for which the maximum age limit is 40 or above.

[2](ii) Provided also (a) that the age limit of emergency candidates selected shall not exceed 28 years as on 01.01.1973 after deducting the temporary service with or without break put in by them and (b) the age limit shall be raised in the case of emergency employees belonging to Backward Class, Schedule Caste and Schedule Tribes by 5 years and in the case of physically handicapped persons by 10 years after deducting the temporary service with or without break put in by them.

[3] (iii) Provided also that the aforesaid age concession in favour of scheduled Castes and Scheduled Tribes shall be allowed subject to the conditions that the age of the candidates shall not exceed 45 years;

(iv) Provided also that in the case of Scheduled Castes and Scheduled Tribes the maximum age limit prescribed for other communities in the special regulations shall be raised uniformly by 10 years for purpose of limited direct recruitment subject to the conditions that the age of the candidate shall not exceed 45 years.

[4]**Transitory Regulations: "**The maximum age limit prescribed for appointment by direct recruitment to any post governed by these Regulations shall be raised by six (6) years for the purpose of direct recruitment that would be notified on or after the 1st July 1988 to be effective until further orders.

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1 . Added in B.P.Ms.No.82, dt.5-2-1975.
2 . Further proviso added in B.P.Ms.No.384, dt.12-6-1975.
3 . Proviso added in B.P.Ms.No.278, dt.13-3-1978.
4 . Added as per B.P.Ms.No.105, dt.17-11-1988.

Note: The above age concession shall also be made applicable for sponsoring the overaged candidates by the Employment Exchanges who are on their rolls for the purpose of making temporary appointments provided the sponsoring of a candidate takes place prior to the terminal date of age concession and that the candidate with the enhanced upper age limit is eligible for the Regular Direct Recruitment".

(iii) The age limit prescribed in the special regulations shall not apply to the appointment, in special circumstances to be recorded in the writing, of a person, selected for appointment to one service or class or category thereof to another service or class or category thereof the qualifications prescribed for appointment to which are identical with those prescribed for appointment to the former service, class or category.

(f) When direct recruitment is to be made to any service by examination or selection, a person already in service of the Board and/or state Government who has been appointed regularly shall be allowed to deduct from his age the length of regular service under the Board and/or State Government upto a maximum of 3 years for purpose of the maximum age limit.

(g) (i) A displaced person from East Pakistan who migrated to India on or after the 1st January, 1964 shall subject to the production of satisfactory evidence in his favour, be eligible for appointment to Andhra Pradesh State Electricity Board Service, if he is otherwise qualified and suitable for such appointment.

(ii) The maximum age limit prescribed for others in the special regulations shall be raised uniformly by three years in the case of such displaced person for direct recruitment to services and posts under the Andhra Pradesh State Electricity Board.

[1] (h) When direct recruitment is to be made to any service in the Andhra Pradesh State Electricity Board by examination or selection-

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1 . Reg. 16(h) added as per B.P.Ms.No.579, dt.4-6-1988.

(i) a person who served in the Defence Services of the Indian Union shall be allowed to deduct from his age a period of three years in addition to the length of service rendered by him in the Defence Service, for purposes of the maximum age limit.

16(2) [1]Language Test in Telugu:

(a) (i) Every person who was appointed to a service after the 15th November, 1966 shall, within the period of probation, pass the language test in Telugu, failing which his probation shall be extended and increment in the time scale of pay shall be postponed without cumulative effect until he has passed the test.

[2] Provided……

(ii) Not withstanding anything contained in clause (i) a person who was appointed to a service between the 16th November, 1960 and the [3]1st January, 1992 but who has not passed the language test in Telugu within the time allowed then he shall not be discharged from service but shall be continued in service [4]"till the end of December, 1994 or till the expiry of 3 years from the date of his appointment or" till the next two tests which will be conducted by the Andhra Pradesh Public Service Commission by extending the period of his probation and he shall be discharged from service only if he does not pass the language test in Telugu within the period aforesaid:

Provided that nothing in this clause shall affect any order of declaration of probation already passed under any regulation then in force in respect of any such person and where any such person does not pass the test within the period aforesaid, his increments shall be postponed without cumulative effect until he has passed the test,

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1. Reg. 16(2) is substituted in B.P.Ms.No.451, dt.15-7-1974.
2. Deleted the proviso by T.O.O.(GM(IR)-Per)Ms.No.175, dt.18-12-2001.
3. Substituted for "30th November, 1970" by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.
4. Added by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.

(iii) Notwithstanding anything in these regulations or in the Service Regulations Part-I, a probationer whose period of probation has been extended under regulation (ii) shall be entitled to draw the usual increments, which fall due till the end of [1]"December, 1994" or till the expiry of a total period of three years from the date of his appointment or the next two tests which will be conducted by the Andhra Pradesh Public Service Commission whichever is later, if, but for not passing the test, his probation would have been declared to have been completed satisfactorily.

(b) Every person, who was appointed to a service on or before the 15th November, 1960 and continues to be in service, shall pass the language test in Telugu [2]"before the end of December, 1994 or" during the next two tests which will be conducted by the A.P.Public Service Commission. Such ineligibility to draw increments shall not have the effect of postponing the future increments after he has passed the said test:

Provided that a person, who has completed the age of 45 years or who has been on deputation in this Board from any other State or from the Government of India or who, being an officer of the erstwhile Government of Hyderabad has passed the test in Telugu or has been exempted from passing the test by virtue of his having passed an examination of equivalent standard in that language under the Hyderabad Regional Language examination rules, or who is holding a post for which no educational qualifications are prescribed for initial recruitment shall not be required to pass the language test aforesaid.

Provided further that a person may be exempted from passing the language test in Telugu on reaching the age of 45 years but the pay to which such person is entitled to draw after reaching the age of 45 years, shall be the pay which he would have been eligible to, without, arrears, had the test not been prescribed at all and the increments not postponed.

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1. Added by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.
2. Inserted by B.P.(P&G-Per) Ms.No.177, dt.26-7-1994.

[1]"that any person who crossed 45 years of age may be exempted from passing the language test whether he is appointed before or after 15-11-1960"

(c) The standard of the test referred to in sub-regulations (a) and (b) shall be a pass in the second class language test in Telugu for holders of the post for which the educational qualification prescribed is the minimum general education qualification referred to in regulation 16(i) (a) or equivalent or higher academic qualification and a pass in the third class language test in Telugu for all others.

[2]Language tests in Hindi or Urdu – deleted

(3) **Language Test: Exemption:-**

(a) Where a test in only one of certain specified languages is prescribed in these regulations, or in the specified regulations, a person whose mother tongue is one of the languages so specified or who has passed in one of such languages taken for his University degree shall not be required to pass the test.

(b) Where tests in two of certain specified languages are prescribed in these regulations, or in the special regulations, a person whose mother tongue is one of the languages so specified or who has passed in one of such languages and a person whose mother tongue is one of such languages and who has passed in any other of such languages taken for his University degree or who has passed in two of such languages taken for his University degree shall not be required to pass any language test.

Explanation:- The exemption provided in sub-regulations (a) and (b) from passing the test in a language, which is a person's mother tongue is subject to condition that he satisfies the appointing authority that he can read and write in that language.

(c) The exemption provided in sub-regulations (a) and (b) from passing the test in a language which a person has taken for his

1 . Added by T.O.O.(GM(IR)-Per)Ms.No.175, dt.18-12-2001.

2 . Reg. 16(3) "Language tests in Hindi or Urdu" deleted in B.P.Ms.No.8, dt.4-1-1974. Existing Reg. 16(4) renumbered as Reg. 16(3).

University Degree shall apply also to a person who has passed in part-II of the Intermediate Examination or Pre-University Course Examination in that language or has secured in that language in Group A or Group C of the SSLC Public Examination or the HSLC or HSC Public Examination, the minimum percentage of marks prescribed in the Schedule II to these regulations or has passed the SSLC or equivalent examination in that language with eligibility for college course.

Note: (1) A person, who has already passed the language test (second class or third class, as the case may be) in Hindustani (either in Nagari or Persian script) shall not be required to pass the test in Hindi or Urdu.

Note: (2) A person who has studied and passed SSLC or HSC or an equivalent examination with Telugu, Hindi or Urdu as Medium of instruction, but not a subject and has answered the question papers at the said examination in the same medium, viz., Telugu Hindi or Urdu shall not be required to pass the test in Telugu, Hindi or Urdu as the case may be.

Note: (3) A person, who has secured fifteen percent of marks in Hindi taken either as compulsory or as a non-compulsory subject at the HSC, HSLC or SSLC Public Examination held prior to March, 1959 shall not be required to pass the test in Hindi.

(d) A person who has secured fifteen percent or more of marks in Hindi at the HSC, HSLC or SSLC Public Examination, but has not passed the examination as a whole, shall not be required to pass the third class language test in Hindi.

(4) **Linguistic Qualification:-**

(a) If in the opinion of the Andhra Pradesh State Electricity Board a candidate with an adequate knowledge of a particular language or languages is necessary for holding a specified post in any service, class or category, it may declare that such post specified in the declaration is reserved for a candidate with such knowledge. When such a declaration has been made the required number of qualified candidates who possess such knowledge shall be selected in preference to those who do not posses it and notwithstanding anything contained in these

regulations but without prejudice to the regulation of reservation of appointments, any such post shall be filled only by a member of the service or an approved candidate who possesses such knowledge.

(b) The Board shall have power to declare that any proportion of posts in any service, class or category for which recruitment is made at the same time, shall be filled by candidates with an adequate knowledge of a particular language or languages and when such declaration has been made, the regulation of reservation of appointments shall apply separately in regard to the proportion of posts in respect of which such a declaration has been made.

Explanation:- For the purpose of this sub-regulation, a candidate with an adequate knowledge of a particular language shall mean a candidate who has either acquired knowledge in that language in the High School or whose mother tongue is that language.

17. **Special Qualification:-**

No person shall be eligible for appointment to any class of service, category or grade or any post borne on the cadre thereof unless he

(a) Possesses such special qualifications and has passed such special tests as may be prescribed in the behalf by special regulation in part-III of these regulations; or

(b) Possesses such other qualifications as may be considered to be equivalent to the said special qualifications or special tests by the Board or by the appointing authority with the approval of the Board.

18. **Special Qualification to be acquired or special test to be passed during probation-exemption:** where a probationer has, before he commenced probation, already acquired any special qualification or passed any special test prescribed by these regulations for holders of any posts or has acquired such other qualification as may be considered by the Board or by the appointing authority with the approval of the Board to be equivalent to the said special qualification or special test, he shall not be required to acquire such special qualification or to pass such special test again after the commencement of his probation.

19. (a) **Qualifications for promotion:** Where general educational qualifications, special qualifications or special tests are prescribed by the Special Regulations of a service for any category grade or post therein or in a class thereof which are not prescribed for a category or grade in such service or class carrying a lower scale of pay and no member in the category or grade carrying a lower scale of pay is eligible for promotion to such category, grade or post, a member in such lower category or grade may be promoted to the category or grade carrying the higher scale of pay temporarily until a member of the former category or grade qualified under this regulation is available for promotion. A member temporarily promoted under this regulation shall not by reason only of such promotion, be regarded as a probationer in the category or grade to which he has been promoted, or be entitled to any preferential claim to future promotion.

(b) A probationer in a category carrying a lower scale of pay, who is promoted temporarily under sub-regulation (a) to a category carrying a higher scale of pay in the same service shall be entitled to count towards his probation in the former category the period of duty performed by him in the latter category during which he would have held a post in the former category, but for such temporary promotion.

20. **Account test-exemption for promotion:-** Notwithstanding anything contained in regulation 19 whereas a pass in an Account Test or any other test is newly prescribed by the Special Regulations of a Service for any category, grade or post therein, or in any class thereof, a member of the service who has not passed the said test but is otherwise qualified and suitable for promotion to such category, grade or post may be promoted thereto temporarily. If a member so promoted does not pass the said test at one of the first two examinations held after such promotion he shall be reverted to the category, grade or post from which he was promoted and shall not again be eligible for promotion under this regulation.

A member, who is so reverted shall not, by reason only of his promotion under this regulation, be regarded as entitled to any preferential claim to future promotion to the category, grade or posts as the case may be to which he had been promoted under this regulation.

Note:- This concession will be allowed only for a period of two years after the test has been newly prescribed.

21. **Penalty for failure to pass prescribed tests:-** Where the special regulations prescribe stoppage of increments as a penalty for failure to pass a special test or acquire a special qualification prescribed in those regulations, such failure shall, in the case of a member who has reached the maximum of the time-scale of pay applicable to him, render him liable to the penalty of reduction to the next lower stage in his time scale.

[1]"Provided that where the Special Regulations prescribe passing a test as a precondition for drawal of increments/declaration of probation, the employees who crossed 45 years of age and if they have not passed the prescribed Tests, the Annual Grade Increments may be released. This concession shall not however entitle the employees to get eligibility for the Automatic Advancement Increment Scheme where acquiring qualification is a prerequisite or for promotion to next higher category for which passing of the test is a prerequisite."

22. **Reservation of appointments by direct recruitment, by promotion and recruitment by transfer:-** Where special regulations lay down that the principle of reservation of appointments shall apply to appointments by direct recruitment to any service, class or category or by promotion from a lower category in the same service or by transfer from another service, such appointments shall be made on the basis of regulations for reservation of appointments by direct recruitment or by promotion and/or transfer made by the State Government in respect of their own service (vide Schedule III):

[2](i) Provide that the provision of RECRUITMENT BY TRANSFER mentioned in the above regulation shall apply for appointment to the post to which provision for recruitment by transfer is available in Annexure-I referred to in Regulation 6(a) of Andhra Pradesh State Electricity Board Service Regulations Part-III, in so far as it relates to the reservation of

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1 . Added by B.P.(P&G-Per) Ms.No.84, dt.1-8-1995.

2. First proviso to Reg.22 is added in B.P.Ms.No.565, dt.25-5-1979 renumbering the existing proviso as ii.

appointments in favour of Schedule Castes and Scheduled Tribes.

(ii) Provided that the Andhra Pradesh State Electricity Board shall be competent to approve, in special cases, exemptions from the operation of the rules, for reservation of appointments.

[1]22-A **Notwithstanding anything contained in these Regulations:**

1. In the matter of direct recruitment to posts for which Women are better suited than men, preference shall be given to Women.

   [2]Provided that preference given to Women shall not result in total exclusion of Men in any category of posts.

[1]2. In the matter of direct recruitment to posts for which women and men are equally suited, other things being equal, preference shall be given to women and they shall be selected to an extent of atleast 30% of the posts in each category of O.C., B.C., S.C. and S.T. quota.

[3]22-B Special Provisions regarding appointment by direct recruitment for following spirit of Presidential Orders:

(i) While making direct recruitment to the following cadres in Chief Engineer/TL&SS Zones, preference shall be given to the local candidates by observing the spirit of Presidential Order duly following the other conditions mentioned in Service Regulations.

Sl.No.	Service	Cadre	Percentage of reservation of posts in respect of local candidates.
1	Engineering Service	Assistant Engineer	60%
2	Accounts Service	Junior Accounts Officer	70%

1. Reg.22-A is added after Reg.22 in B.P.Ms.No.525, dt.14-5-1984.
2. Proviso under Reg. 22-A (i) added in B.P.Ms.No.104, dt.15-2-1985 by deleting the same proviso under Reg.22-A(2).
3. Reg.22-B added by T.O.O. (Addl.Secy-Per) Ms.No.155, dt.25-9-2008.

(ii) The posts in the Corporate Office may be treated as outside the purview of local area.

(iii) The districts falling within the Chief Engineers/TL&SS Zones are as follows:

ZONE	Districts covered
Hyderabad Zone	Hyderabad, Ranga Reddy, Mahaboobnagar, Medak and Nalgonda.
Warangal Zone	Warangal, Nizamabad, Adilabad, Karimnagar and Khammam.
Kadapa Zone	Kadapa, Chittoor, Anantapur and Kurnool.
Vijayawada Zone	Krishna, Guntur, Prakasam and Nellore.
Visakhapatnam Zone	Visakhapatnam, Vizianagaram, Srikakulam, East Godavari and West Godavari.

23 (a) **Date of Commencement of probation of persons first appointed temporarily:-** If a person having been appointed temporarily under sub-regulation (a) or (c) of regulation 14 to a post borne on the cadre of any service, class or category or having been appointed to any service, class or category otherwise than in accordance with the regulations governing appointment thereto is subsequently appointed to the service, class or category in accordance with the regulations, he shall commence his probation from the date of such subsequent appointment or from such earlier date as the appointing authority may determine.

(b) **Service in a different service counting for probation:-** A probationer in a service or a class or category of a service shall be eligible to count for probation his service, if any, performed otherwise than in a substantive capacity on regular appointment to another service in accordance with the regulations, if the normal method of recruitment to the latter service is according to the regulations, by transfer from the former service or the class or category thereof, as the case may be:

Provided that, in the case of a Government servant deputed to the Board on Foreign Service terms or permanently transferred to it, the service rendered by him under the Government prior to the date of his deputation or transfer to the Board in the corresponding service or class or category of service, shall count for purpose or probation.

(c) **Service in a higher category counting for probation:-** A probationer in any category of a service or class of service shall be eligible to count for probation his service, if any, performed otherwise than in a substantive capacity on regular appointment to a higher category of the same service of class or service, as the case maybe.

Nothing contained in this clause shall be construed as authorising the promotion of a probationer in a category to a higher category in contravention of regulation 24.

(d) **Temporary service counting for probation:-** A probationer in one service, who is appointed temporarily to another service under sub-regulation (a) and (c) of Regulation 14, shall be entitled to count towards his probation in the former service the period of duty performed by him in the latter service during which he would have held a post in the former service but for such temporary appointment.

(e) **Service on temporary promotion counting for probation:-** A probationer in any category of a service, who is promoted temporarily under the provisions of regulation 14 to a higher category in the same service shall be entitled to count towards his probation, if any, in the former category the period of duty performed by him in the latter category during which he would have held a post in the former category but for such temporary promotion.

24. (1) **Promotion:-**

(a) No employee shall be eligible for promotion to a higher post unless he is an approved probationer in the category from which promotion to the higher post is admissible.

[1](b) **Probation on Promotion:-** Where the regulation prescribe probation for members of a class of service appointed to a category or grade by promotion from another category or grade, no probation shall be deemed to be compulsory unless such promotion involves the assumption of duties and responsibilities of greater importance than those attaching to the category or grade from which promotion is to be made.

[1]**(c) Duty in a different class of service counting for probation on promotion:-** A member of a class of service promoted from one category to another shall be eligible to count for probation in the higher category, his service, if any, performed otherwise than in a substantive capacity on regular appointment to another class of service, in accordance with these regulations, if the normal method of recruitment to the latter class of service is by transfer from the former class of service or category thereof.

(2) **Revision of orders of promotion to selection posts:-**

An order promoting a member of class of service made by a competent authority, may be revised by an authority to which an appeal would lie against an order of dismissal passed on a full member of that class of service, category or grade, as the case may be. Such revision may be made by the appellate authority aforesaid either Suo Moto at any time, or on a petition submitted by an aggrieved member within six months from the date of passing of the order.

Provided that the said period of six months may be extended by the appellate authority if sufficient cause is shown for the delay in submission of the petition.

[2]In exceptional cases, the Board may revise an order even after expiry of the period of six months.

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1 . Reg. 24(1)(b) has been deleted and the existing Reg. 24(1)(c) and (d) has been renumbered as Reg. 24(1)(b) and (c) respectively by B.P.Ms.No.972, dt.14-10-1988. Earlier proviso under Reg. 24(1) is added in B.P.Ms.No.475, dt.10-8-1972.

2 . Added at the end of first proviso in B.P.Ms.No.31, dt.17-1-1974.

[1]Second proviso added and deleted.

25. (a) **Revision of list of approved candidates for appointment or promotion:-**Notwithstanding anything contained in these regulations, the Board shall have power to revise in any manner it considers suitable, any list of approved candidates, prepared by the competent authority for appointment or promotion to any post.

[2]Proviso added and deleted.

[3](b) **Review:-** The Board may, of its own motion or otherwise, review any original order passed by it, promoting a member of a service or class to a selection category or grade, or approving any list of candidates for appointment or promotion to any category, class or service prepared by it in exercise of the powers conferred on it by the Andhra Pradesh State Electricity Board Service Regulations, Part-III for any service, or any order of revision passed under Regulation 24(2) or Regulation 25(a), if it was passed under any mistake, whether of fact or of law, or in ignorance of any material fact or for any other sufficient cause;

Provided that no order of review under this Regulation shall be passed unless the person affected thereby is given an opportunity of making his representation against the proposed review.

[3](c) **Permanent allotment of candidates to units and their appointment:-** List of approved candidates for appointment by direct recruitment shall be regarded as permanently allotted to the unit and appointment in each unit shall be made from the list for that unit by the appointing authority for the unit.

[3](d) **Candidate allotted to but not actually employed in a unit:** A candidate included in the list for a unit but not actually employed may with the consent of the appointment authority in the unit, be allotted to another unit, if no candidate is

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1. Second proviso to Reg. 24(2) is added in B.P.Ms.No.616, dt.11-10-1971 but deleted in B.P.Ms.No.293, dt.6-5-1974.
2. Proviso to Reg. 25(a) is added in B.P.Ms.No.616, dt.11-10-1971 but deleted in B.P.Ms.No.293, dt.6-5-1974.
3. Reg. 25(b) is inserted in B.P.Ms.No.293, dt.6-5-1974 and existing 25(b)(c)(d)&(e) renumbered as 25(c)(d)(e)&(f).

available from the list current for the latter unit and if the candidates is willing to be so allotted. If a candidate is allotted only on temporary basis to the latter unit his temporary appointment in that unit shall not count for probation in the class of service and shall cease, if the candidate is required to fill a vacancy in the unit in the list for which he has been included.

[1](e)(1) **The time limit for joining on first appointment by direct recruitment including appointment under Regulation 14:-**

Direct Recruitment:-

The candidate selected for appointment under Regulation 14 or otherwise in accordance with shall be required by appointing authority to join the post for which he has been selected within a period of 30 (thirty) days taking the date of dispatch (by registered post with acknowledgement due) of the appointment orders as crucial date of reckoning the time limit. If he does not join the post within the stipulated period of 30 (thirty) days, the offer of appointment shall be treated as automatically cancelled and the name of the candidate shall be deemed to have been omitted from the list of approved candidates.

[1](e)(2) **Time to join a post on appointment by transfer or by promotion including appointment by transfer or by promotion under Regulation 14, otherwise than by Direct Recruitment:-**

The candidate who joined a post under Regulation 14 including the appointment by transfer or by promotion otherwise than by Direct Recruitment, shall be allowed a joining time of 15 (fifteen) days to join the post from the date of receipt of the order of appointment sent to the candidates by registered post with acknowledgement due or by any other means. An employee who does not join the post within the stipulated time or evades to join the post by proceeding on leave, shall lose his promotion right / offer for the current panel year and the name of the candidate shall be placed before the next Departmental Promotion Committee for consideration in the next panel year

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[1] . Reg. 25(e)(1)&(e)(2) are inserted by T.O.O.(Addl.Secy-Per)Ms.No.330, dt.27-02-2007 and the existing Reg.25(e) is renumbered as Reg.25(e)(3).

subject to availability of vacancy. In case of non-selection posts, the name of the candidate who does not join within the stipulated time in the promotion posts shall be considered for promotion again after a period of one year from the date of offer of appointment subject to availability of vacancy.

[1](e)(3)[2] **Failure of approved candidates, discharged probationers and approved probationers to join duty when required:** When an approved candidate or a probationer or an approved probationer, who has been discharged from the service for want of a vacancy, fails without adequate reason to take up, when directed to do so by the competent authority, the duties of a post in a class of service his name shall be removed from the list of approved candidates or, as the case may be, from the list of probationers or approved probationers by an order of that authority. In the case of an approved probationer, such order shall be passed after observing the procedure prescribed in the Discipline and Appeal Regulations. An approved candidate, a probationer or an approved probationer whose name has been removed from the list of approved candidates or as the case may be, from the list of probationers or approved probationers by an order so passed by the competent authority, shall not be eligible for appointment against on the basis of the inclusion of his name in the said list. The competent authority referred to above shall be the officer nominated to maintain the list of probationers for the administrative unit.

[1](f) **Transfers of probationers and approved probationers:**

(a) All employees of the Board shall be liable to be transferred from one service to corresponding post in another service, when the administrative necessities of the Board so require.

(b) The grounds of administrative necessity referred to in sub-regulation (a) may be presumed to exist and the Board’s consent referred to therein, may be presumed to have been given in the case of mutual transfers permanently from an office in one departmental unit/units to an office in other departmental units if the persons desiring mutual transfers.

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1 . Reg. 25(b) is inserted in B.P.Ms.No.293, dt.6-5-1974 and existing 25(b)(c)(d)&(e) renumbered as 25(c)(d)(e)&(f).

2. Reg. 25(e)(1)&(e)(2) are inserted by T.O.O. (Addl.Secy-Per)Ms.No.330, dt.27-02-2007 and the existing Reg.25(e) is renumbered as Reg.25(e)(3).

(i) forego their right to seniority on the basis of the date of their first appointment and each of them takes his rank last in the list of probationers or approved probationers, as the case may be, in the administrative unit in which the departmental unit/s to which he is transferred in included, as it stands on the date on which he joins the new unit; and

(ii) receive no traveling allowance for their journeys to the departmental unit/s to which they are transferred.

26. **Seniority:-**

(a) The seniority of a person in a class of service, category or grade shall, unless he has been reduced to a lower rank as a punishment, be determined by the rank obtained by him in the list of approved candidates drawn up by the Board or other appointing authority as the case may be.

Provided that where no ranking has been fixed in respect of any person in a service, class, category or grade, the seniority of such candidate shall be determined by the date of his first appointment to such service, class, category or grade. If any portion of the service of such person does not count towards probation under regulations 14(c), (e), 19 and 38(b), his seniority shall be determined by the date of commencement of his service, which counts towards probation.

(b) The transfer of a person from one category or grade in a class of service to another category or grade in the same class of service carrying the same pay or scale of pay shall not be treated as first appointment to the latter for purposes of seniority; and the seniority of a person so transferred shall be determined with reference to the rank in the category or grade from which he was transferred. Where any difficulty or doubt arises in applying this sub-regulation, seniority shall be determined by the appointing authority.

(c) Where a member of a class of service, category or grade is reduced to a lower class of service, category or grade, he shall be placed at the top of the latter unless the authority ordering such reduction directs that he shall take rank in such lower classes of service, category or grade, next below any specified member thereof.

27. **Suspension, termination or extension of probation:-**

(a) Where the special regulations of any service prescribed a period of probation for appointment as a full member of the service the appointing authority may at any time before the expiry of such period.

(i) Suspended the probation of a probationer and discharge him from the service for want of vacancy; or

(ii) As its discretion by order either extend the period of probation of the probationer in case the probation has not have been extended under regulation 29 or terminate his probation and discharge him from service after giving him one month's notice or salary in lieu of such notice.

(iii) As its discretion by order post the probationer under another officer to make sure that the previous report was not a biased one if he is reported upon adversely by a superior officer during the period of probation;

Provided that if the termination of probation and the discharge of the probationer from service is to be made as a measure of punishment on the ground of misconduct, negligence, or any specified fault on the part of the probationer, the procedure prescribed in the Andhra Pradesh State Electricity Board Services (Classification, Control and Appeal) Regulations shall be followed and it shall not be necessary to give him one month's notice or pay in lieu of such notice.

Explanation:- In case where the discharge of a probationer is made reverting him to his lower officiating or substantive post, the pay in lieu of one month's notice shall be limited to the difference in pay between the officiating post and of the lower officiating or substantive post to which he is reverted.

(b)(i) If within the period of probation, a probationer fails to acquire the special qualifications or to pass the special tests, if any, prescribed in the special regulations or to acquire such other qualifications as may be declared by the Andhra Pradesh State Electricity Board or by the appointing authority with the approval of the Andhra Pradesh State Electricity Board to the equivalent to the said special qualification or special tests, the

appointing authority shall, by order, discharge him from the service unless the period of probation is extended under regulation 29.

(ii) If within the period of probation prescribed in the special Regulations for the service or within the extended period of probation, as the case may be, a probationer has appeared for any such tests or for any examination in connection with the acquisition of any such qualification and the results of the tests or examination for which he has so appeared are not known before the expiry of such period, he shall continue to be on probation until the publication of the results of the tests or examinations for which he has appeared or the first of them in which he fails to pass, as the case may be.

In case the probationer fails to pass any of the tests or examinations for which he has so appeared, the appointing authority shall by order, discharge him from the service.

(iii) Any delay in the issue of an order discharging a probationer under clause (i) or clause (ii) shall not entitle him to be deemed to have satisfactorily completed his probation.

[1](c) Notwithstanding anything contained in Regulation 26(a) a probationer who does not acquire the said special qualifications or pass the said special tests, within the period of probation or within the period of probation extended under Regulation 29, and whose probation is further extended by the Board by an order under Regulation 41 till the date of his acquiring such qualifications or passing such tests, shall be deemed to have commenced his probation with effect from the date to be fixed by the Board which would be anterior to the date of his acquiring the special qualifications or passing the tests, so however that the interval between the two dates shall be equivalent to the prescribed period of probation, whether on duty or otherwise, and the seniority of such probationer shall be determined with reference to the date so fixed.

[2]Provided further that where the appointing authority other than the Board passes an order of discharge or termination of probation of the probationer on the grounds of misconduct or unsatisfactory performance of

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1 . Reg. 27(c) incorporated in B.P.Ms.No.404, dt.13-7-1973 and shall come into effect from the date of proceedings; "Regulation 41" corrected by Memo.No.DP/DM.III/F5/832/79-1, dt.15-1-1982.

2. Proviso to Reg. 27(c) is added in B.P.Ms.No.336, dt.22-4-1985.

duties on the part of the probationer, such order shall be effective only after its confirmation, within a period of one month from the date of such order by the next higher authority of that appointing authority.

28. **Probationer's suitability for full membership:-**

(a)(i) At the end of the prescribed or extended period of probation as the case may be, the appointing authority shall consider the probationer's suitability for full membership of the service, class or category for which he was selected.

(ii) The decision whether a probationer is suitable for such membership or his probation be extended shall be taken soon after the expiry of the prescribed period of probation within a period of eight weeks and communicated to him. The appointing authority shall communicate lapses on the part of the probationer well in advance of the expiry of the prescribed period of probation so that he may rectify such lapses.

(b) If the appointing authority decides that a probationer is suitable for such membership, it shall, as soon as possible, issue an order declaring the probationer to have satisfactorily completed his probation. On the issue of such order, the probationer shall be deemed to have satisfactorily completed his probation on the date of expiry of the prescribed or extended period of probation.

(c) If the appointing authority decided that the probationer has failed to give satisfaction or that the probationer has not made sufficient use of his opportunities, it shall, unless the period of probation is extended under regulation 29 below by order discharge him from the service after giving him one month's notice or pay in lieu of such notice.

Provided that if the discharge of the probationer is as a measure of punishment on the ground of misconduct, negligence or any specific fault on the part of the probationer, the procedure prescribed in discipline and appeal Regulations shall be followed and it shall not be necessary to give him one month's notice or salary in lieu of such notice.

Explanation 1:- The decision of the appointing authority that the probationer has failed to give satisfaction or that the probationer has not made sufficient use of his opportunities may be used also on his work and conduct till the date of the decision, inclusive of the period subsequent to the prescribed or extended period of probation.

Explanation II:- The appointing authority shall assess the outlook, character, ability and aptitude of the probationer for the work before he is declared suitable for full membership and only those persons who possess qualities of mind and character needed in service and the constructive outlook and human sympathy needed in the public services generally, shall be declared as approved probationers.

Explanation III:- In cases where the discharge of the probationer is made by reverting him to his lower officiating or substantive post, the pay in lieu of one month's notice shall be limited to the difference in pay between the officiating post and that of the lower officiating or substantive post to which he is reverted.

(d) In respect of a probationer, if no such order as referred to in sub-regulation (b) and sub-regulation (c) is issued within one year from the date of expiration, of the prescribed of extended period of probation, the probationer shall subject to the other provisions of these regulations be deemed to have satisfactorily completed his probation with retrospective effect from the date of expiration, of the prescribed or extended period of probation, and a formal order to that effect may be issued for the purpose of record:

Provided that nothing in this sub-regulation shall apply to a probationer against whom disciplinary proceedings are pending who has been given a reasonable opportunity of making representation against the termination of his probation, proposed on the basis of an inquiry held during the prescribed or extended period of probation.

29. **Extension of probation:-** In the case of any probationer falling under sub-regulation (b) of regulation 27 or sub-regulation (c) of regulation 28 the appointing authority may extend his probation to enable him to acquire the special qualifications or pass the prescribed tests or as the case may be to enable the appointing authority to decide whether the probationer is suitable for full membership or not. Such extended period of probation shall terminate at the latest.

(i) in the case of any probationer falling under sub-regulation (b) of regulation 27 when he has, after the date of expiry of the period of probation prescribed for the service, class or category in which he is on probation, completed one year whether on duty or otherwise in such service, class or category; and

(ii) in the case of any probationer falling under clause (ii) of sub-regulation (a) of regulation 27 or sub-regulation (c) of regulation 28 when he has, after the date of expiry of the period of probation prescribed for the service, class or category in which he is on probation, completed one year of duty in such service, class or category.

In case where the probation of a probationer is extended his increment shall be postponed until he completes his probation satisfactorily and by the period for which his probation is extended. Such postponement of increment shall not be treated as a penalty but only as condition of extension of probation and shall not have the effect of postponing future increments after he has passed the prescribed tests or examinations or after he completes his probation satisfactorily.

30. **Probationer desiring course of study not connected with probation:-**

1. A Probationer, who desires to undergo any course of study which though not essentially connected with his probation is likely to enhance his usefulness as a member of the service may on his application, be permitted by the competent authority to undergo the desired course of study. He shall in such case be granted the entire amount of leave, if any, admissible under the rules applicable to him if but for such leave, he would have continued to be on duty.

2. Notwithstanding anything contained in the regulation relating to seniority, such probationer shall on the completion of the course of study, be entitled to reappointment according to the rank and seniority held by him in his category before undergoing the said course of study. He shall also be entitled to count his continuous service immediately before his undergoing the said course of study for increments in the time scale of pay applicable to him, if but for his absence from the service (whether on leave or otherwise) for undergoing the said course of study, he would have continued to be on duty.

3. This regulation shall not have the effect of excluding the period of absence in computing the continuous period within which the prescribed period of probation has to be served under sub-regulation (a) above.

31. **Exercise of certain powers of appointing authority by higher authorities:-** The Power conferred on the appointing authority, other than the Board, may be exercised also by any higher authority to whom the appointing authority is administratively subordinate whether directly or indirectly, in the following cases:

1) Termination of probation of a probationer under Regulation 27(a)(ii).

2) Discharge of a probationer under regulation 28.

3) Extension of probation under regulation 279a)(ii) or, regulation 29.

32. **Appeal against discharge:-**

a) A probationer, who is discharged under clause (ii) of sub-regulation (a) of regulation 27 or under sub-regulation (c) of regulation 28 shall be entitled to appeal against the order of discharge passed by the competent authority to the authority to which and within the period of limitation within which an appeal would lie against an order of dismissal passed by the competent authority against a full member of his service, class or category as the case may be.

[1]Proviso deleted.

b) The authority competent to entertain an appeal under sub-regulation (a) may, either of its own motion or otherwise, revise any order discharging a probationer under any of the provisions referred to in the said sub-regulation within one year of the date of such order.

(c) (i) Where an order discharging a probationer is set aside on appeal under sub-regulation (a) or on revision under sub-regulation (b), and the probationer is restored to the service, the period on and from the date of discharge to the date of such restoration shall be treated.

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[1] . Proviso under. 32(a) deleted in B.P.Ms.No.8, dt.4-1-1974.

(a) In the case where the authority passing the order under sub-regulation (a) or (b) is of the opinion that the probationer has been fully exonerated, as on duty except for purposes of probation;

(b) In any other case, not as on duty, unless the said authority directs that it shall be so treated for any specified purpose.

(ii) Such probationer shall be given for the period of such order of discharge has been in force:-

(a) in the case where the probationer has been fully exonerated, the full pay and allowances to which he would have been entitled had the order of discharge not been made.

(b) in any other case, such pay and allowances as the authority passing the order under sub-regulation (a) or (b) may determine.

(c) The period of probation undergone by a probationer discharged under clause (ii) of sub-regulation (a) of regulation 27 or under sub-regulation (c) of regulation 28 before his discharge shall, upon such restoration, count towards the period of probation prescribed by the regulations applicable to him.

33. **Appointment of full members:-**

(a) Subject to the provisions of regulation 13 an approved probationer shall be appointed to be a full member of service in the class or category for which he was selected, at the earliest possible opportunity in any substantive vacancy which may exist or arise in the permanent cadre of such class or category and if such vacancy existed from a date previous to the issue of the order of appointment, he may be so appointed with retrospective effect from the date or as the case may be, from any subsequent date from which he was continuously on duty as a member of the service in such class or category or in a higher class or category;

Provided that where more than one approved probationer is available for such appointment as full member the senior most approved probationer on the date of the vacancy shall be appointed.

Explanation 1:- For the purposes of first proviso, if there are more persons than one who have completed the prescribed period of probation, the senior most among them shall be deemed to be the senior most approved probationer eligible for appointment as full member notwithstanding the fact that his probation has not been declared provided the delay in declaration is due to administrative reasons, but subject to the condition of his probation being declaration subsequently to have been satisfactorily completed.

[1]**Note:-** Subject to Regulation 16(a) of Service Regulations, Part-III, a senior permitted on exigencies of work by the appointing authority if joined duty later than the date prescribed in Regulation 25(e)(2) shall be deemed to have commenced his probation with effect from the date of joining of the junior, in the approved list."

Provided that if the senior is on foreign service and does not within a reasonable time revert to the service of the Board to undergo probation when asked to do so, the junior may be confirmed in that vacancy.

Explanation II:- For the purposes of this sub-regulation, an approved probationer on leave shall be deemed to be on duty as a member of the service in the class or category concerned, if he would have been on duty in such class or category or in a higher class or category but for his absence on leave.

(b) Where appointment to any service, class or category is according to regulations normally both by direct recruitment and by transfer, vacancies against which persons have been recruited direct shall be regarded as a distinct group, while all other vacancies shall be regarded as another distinct group and appointment of full members in accordance with sub-regulation (a) shall be made separately in each of these groups.

34. **Appointment as full member discharge and appointment of members who are not probationers or approved probationers:-** In regard to persons appointed to any class or category of a service by promotion in respect of whom the special regulations of the service do not prescribe period of probation in the class or category to which they have been promoted, regulations 11, 12 and 33 in this part shall be construed as if the expression 'Probation' 'Probationer'

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[1] . Substituted by T.O.O.(Addl.Secy-Per)Ms.No.336, dt.09-03-2007.

or 'approved probationer' meant officiating service and 'person officiating' respectively.

35. **Membership of more than one service:-** No person shall at the same time be full member of more than one service.

A probationer, approved probationer or full member of one service who is appointed to be full member of another service shall cease to be a member of the former service.

36. **Reduction of full members:-**

(a) If the full member of any service, class, category or grade is substantively reduced to a lower service, class, category or grade he shall be deemed to be a full member of the later and the permanent cadre thereof shall, if there is no vacancy in which he could be absorbed, be deemed to be increased by one.

Provided, that, against every such addition an officiating or temporary vacancy, if any, in such lower service, class, category or grade shall be kept unfilled and such addition shall be absorbed in the first permanent vacancy that subsequently arises in such lower service, class, category or grade as the case may be.

(b) **Appointment in place of members of dismissed, removed or reduced:-** Where a person has been dismissed, removed or substantively reduced from any service, class, category or grade, no vacancy caused thereby or arising subsequently in such service, class, category or grade shall be substantively filled to the prejudice of such until the appeal, if any, preferred by him against such dismissal, removal or reduction is decided and except in conformity with such decision, or until the time allowed for preferring an appeal has expired, as the case may be.

37. **Resignation:-**

[1](a) A member of a service may resign his appointment and the acceptance of his resignation by the appointing authority shall take effect:

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1 . Reg. 37(a) is substituted in B.P.Ms.No.452, dt.15-7-1974.

(i) In a case he is on duty, from the date on which he is relieved of his duties in pursuance of such acceptance;

(ii) In case he is on leave, from the date of communication of such acceptance to the member or if the said authority so directs, from the date of expiry of leave; and

(iii) In any other case, from the date of communication of such acceptance to the member or from such other date not being earlier than the date on which he was last on duty, as the said authority may, having regard to administrative exigencies, specify;

Provided that a resignation of a member of a service, who is placed under suspension from service pending investigation for enquiry into grave charges or who is deemed to have been suspended under regulation 11 of Andhra Pradesh State Electricity Board Employees Discipline and Appeal Regulation shall not be accepted during the period of such suspension; and

Provided further no withdrawal of resignation shall be permitted except with the sanction of the Board after the date of its actual acceptance by the appointing authority.

(b) A member of service, shall if he resigns his appointment, forfeit not only the service rendered by him in the particular post held by him at the time of resignation but all his previous service under the Board and the Government, if any.

The re-appointment of such person to any service shall be treated in the same way as a first appointment to such service by direct recruitment and all regulations governing such appointment shall apply; and on such re-appointment, he shall not be entitled to count any portion of his pervious service for any, benefit or concession admissible under any regulation or order.

[1](c) A member of a service or services who is selected for appointment by the direct recruitment to another post, category or class in the same or different service and is appointed to it, shall, as soon as he is appointed to the post, category or class for which he has been selected by direct

[1] . Reg. 37(a) & (c) is added in B.P.Ms.No.452, dt.15-7-1974.

recruitment be deemed to have resigned from the service or services of which he is member prior to his appointment as aforesaid.

Provided that nothing in this sub-regulation shall affect the benefits accrued to such member of a service or services in the previous post or posts, except the lien or probationary right, as the case may be, on such post or posts.

[1](d) **Acceptance of resignation while serving abroad.**

The Board employees on deputation abroad to international organizations or foreign Governments who wish to resign from service should return to India and join the Board before their resignations can be accepted;

Provided that this regulation shall not be operative on the right of an employee of the Board to retire voluntarily if he is eligible to do so.

38. **Savings:-**

(a) A person, who was on duty otherwise than in a substantive capacity in a post, which was subsequently included in a service shall be regarded as a probationer or, as the case may be as an approved probationer in the service or the class or category there of in which the post is included and in the lower category in which he would have been on duty but his being on duty in a higher category, if he -

(i) was on duty in such post on the date of issue of the special regulations for the service, or

(ii) was absent from duty in such post on the date on leave granted by a competent authority having been on duty in such post immediately before and immediately, after such absence;

Provided that if there were no regulations or orders prescribing the period of probation for such post at the time of his first appointment thereto the provisions of these regulations and the Special Regulations regarding probation shall apply to him and any period of duty rendered by him in such post before the date of issue of such regulations shall count towards

[1] . Reg. 37(d) is added in B.P.Ms.No.979, dt.1-12-1976.

probation if and to the extent such service would have counted had these regulations and the special Regulations come into force at the time of such first appointment.

(b) A person who, before the issue of the special regulations for service had officiated in a post which was subsequently included in the service, class or category thereof but who is not entitled to be regarded as a probationer or as on approved probationer under sub-regulation (a) shall if he is again appointed to such post after the issue of the special regulations without contravening any orders of the Board, be entitled to count his previous service in such post towards the prescribed period of probation.

Provided that such previous service shall not count towards probation, if there was an interval of a continuous period of two years or more during which he was not holding a post in the same or higher category.

Explanation:- The re-appointment of a person under this sub-regulation shall not, purposes of regulations for recruitment, be regarded as first appointment to the service, class or category concerned.

(c) If, before, the issue of the special regulations, a person had been exempted under the orders then in force from the possession of any qualification or the passing of any test and the possession of such qualification or the passing of such test is prescribed by such special regulations they shall not apply to such person to the extent and in respect of the category, grade or post, specifically covered by the order of exemption.

39. [1]The Board may reemploy [2][in any capacity who-so-ever] for a period of not exceeding one year at the time, persons who have retired from the service of the Board or from the Government upto 60 years in respect of senior officers of and above the rank of Superintending Engineer with the approval of the Government. The re-employment of such a person shall not be regarded as a first appointment. On such re-employment, the pay to the person shall be fixed in accordance with the provisions contained in pension Regulation.

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1. Reg. 39 is first amended in B.P.Ms.No.55, dt.29-1-1975.
Again substituted in B.P.Ms.No.83, dt.2-2-1989.
2. Words added in B.P.Ms.No.1316, dt.19-12-1989.

40. Relinquishments of rights by members: Any person may, in writing, relinquish any right or privilege to which he may be entitled under these regulations if, in the opinion of the appointing authority, such relinquishment is not opposed to the interest of the administration; and nothing contained in these regulations shall be deemed to require the recognition of any right or privilege to the extent to which it has been so relinquished. [1]"However, any person who relinquished his right for promotion earlier shall be considered for promotion at his request after three years from the date of such relinquishment. This second opportunity shall be final. The persons who relinquished rights for promotion shall not be eligible for appointment under Automatic Advancement Scheme i.e., SGP/SPP Scales".

41. **Relaxation of regulation by the Board:** No regulation made in exercise of the powers conferred by sub-section(c) of Section 79 of the Electricity (Supply) Act, 1948 shall be construed to limit or abridge the power of the Board to deal with the case of any person serving under the Board in such manner as may appear to it to be just and equitable;

Provided that, where any such regulation is applicable to the case of any person or a class of persons, the cases shall not be dealt with in any manger less favourable to the person or class of persons than that provided by that regulation.

42. **Relaxation of regulations by Chief Engineer for Electricity (Board):-** Notwithstanding anything contained in these regulations and without prejudice to the power of the Board under regulation 41, the Chief Engineer for electricity incharge of administration shall also have power to deal with the case of any person or a class of persons serving in a post or posts carrying a scale of pay less than that of a Lower Division Clerk in so far as such case relates to the service conditions governed by these regulations or the special service regulations, in such manner as may appear to him to be just and equitable.

Provided that, where any such regulation is applicable to the case of any person or a class of persons, the case shall not be dealt with in any manner less favourable to the person or class of persons than that provided by that regulation.

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[1]. Added by B.P.(P&G-Per) Ms.No.365, dt.25-3-1996.

43. **Appointment of all India Service Officers to the post in Andhra Pradesh State Electricity Board:-** Notwithstanding anything contained in these regulations or the special regulations, an officiating or permanent officer of an All India Service may be appointed to any service or class or category under Andhra Pradesh State Electricity Board. Such officer shall not by reason of such appointment, cease to be a member of an All-India Service.

44. [1]**Selection Grade Posts:-**

(i) In this Regulation "Selection Grade" means the time scale of pay sanctioned by the Board as Selection Grade for any class or category of a service.

(ii) Subject to such orders as may be made by the Board from time to time, one out of every 7 posts borne on the cadre of each class or category of a service or class of a service shall be on the selection Grade.

Provided that where the number of posts borne on the cadre of any class or category of a service or class of a service is less than 7, one post and not more than 1 post may be on the selection Grade.

(iii) The authority competent to make appointments to any class or category in a service shall be the authority competent to make [2][appointments] to the posts borne on the Selection Grade in that class or the category of the service.

(iv) No person shall be [2][appointed] to a post borne on the Selection Grade of any class or category unless;

(a) He has put in minimum service of not less than five years in that class or category otherwise than on appointment or promotion under Regulation 14 of Andhra Pradesh State Electricity Board Service Regulations Part-II.

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1 . Reg.44 is added in B.P.Ms.No.306, dt.11-5-1972.
2. The word 'Promotions' is substituted by the word 'Appointments' in B.P.Ms.No.403, dt.13-7-1973.2.

(b) In a case where the number of posts borne on any class or category is only one with a Selection Grade sanctioned in respect of that post, he reaches the maximum stage of the time scale of pay in which he is drawing pay while holding a post borne on that class or category.

[1](v) Appointment to Selection Grade shall be made on the basis of seniority cum efficiency.

(vi) (a) [2](Appointment) to the Selection Grade shall in the first instance, be provisional and be subject to review at the end of the period of one year on duty in that grade;

(b) The appointing authority shall, as soon as may be after the expiry of the period specified in clause (a) above, and in any case not later than eight weeks after the expiry of the said period, review the performance of the [2](Appointee) and decide whether the [2](appointee) shall be continued in the Selection Grade or whether his appointment to that grade shall be terminated.

(c) The decision whether an [2](appointee) to the Selection Grade shall be continued, shall be taken only when the performance of that [2](appointee) during the period prescribed in Clause(a) above is wholly satisfactory;

(d) Where, on the basis of the performance of the appointee during the period of one year on duty in the selection grade, he is found to be unsuitable to be continued, his [2](appointment) shall be terminated without notice and without assigning any reason.

(e) In the absence of any order by the appointing authority either continuing the [2](appointee) or terminating his [2](appointment) to the Selection Grade at the end of the period of eight weeks specified in clause (d) the [2](appointee) shall be continued in that grade, but he shall not entitled to draw any increment in the selection grade.

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[1]. The word ‘Promotions’ is substituted by the word ‘Appointments’ in B.P.Ms.No.403, dt.13-07-1973.

[2]. “Appointment” and “appointee” substituted for words ‘promotion” and “promotee” in B.P.Ms.No.403, dt.13-07-1973.

(vii) For the purposes of this Regulation every post or group of post in any category bearing a distinct designation shall be deemed to constitute a separate category.

[1](viii) In regard to Selection Grade, if by virtue of revised seniority, Board employee concerned is to be allowed Selection Grade Scale it may be allowed with arrears, if duties have been discharged in the normal grade of that post.

In the case of those who lost seniority and Selection Grade Position, recovery of pay and allowances already drawn may be waived. The pay of the employees who lost their seniority however is to be brought down to the ordinary scale from the original date, pay fixed in the ordinary scale of pay ignoring the intervening appointment to Selection Grade and only the correct rate of pay so properly fixed in the ordinary scale, is to be allowed from the date of issue of the orders in that case consequent on such review.

[1](ix) In case of such of the Board employees who lost their seniority on account of revision of seniority and consequently got reverted to the lower post in the ordinary grade, the excess amount already paid from the date of promotion to the date of reversion or from the date of appointment to the Selection Grade to the date of issue of orders shall not be recovered.

[1] . Reg. 44(viii) & (ix) added in B.P.Ms.No.639, dt.22-07-1983.

SCHEDULE – I

ABORIGINAL TRIBES IN AGENCY AREAS, SCHEDULED CASTES AND SCHEDULED TRIBES, ACCORDING TO ANDHRA PRADESH STATE AND SUBORDINATE SERVICE RULES

PARTS I AND II

(See Definition (4) in Regulation 4)

PART ‘A’

Aboriginal Tribes in the Agency Areas: **East Godawari Agency:**

1. Agnikula Kshatriya (Palle)
2. Bagatas
3. Dhudi Balija
4. Gadabas
5. Gamallu
6. Gutta Koya
7. Jongam
8. Kolabeelut
9. Kammaras
10. Konda Dhoras
11. Konda Kapus or Manyapu Kapus
12. Konda Raju
13. Konda Reddi
14. Koyas or gonads with its sub-sects Raja or Rasha Koya Lingadhari Koya and Gothi Koya
15. Madigas
16. Maladasula
17. Malas
18. Mangali
19. Manyam Raju
20. Methakani
21. Padal
22. Pandava Kapu
23. Pona Golla
24. Putha Dhora
25. Rajika
26. Sali
27. Samara Naikulu
28. Senapati
29. Setti balaji
30. Valamikula

SRIKAKULAM AGENCY – PALAKONDA AGENCY

1. Gadabas
2. Jatapus
3. Konda Dhora
4. Malis
5. Pydis
6. Savaras

PARVATHIPURAM AGENCY

1. Adi Andhras
2. Bagatas
3. Barber
4. Barikis
5. Chachatis

13. Malas
14. Malis
15. Manna Dhoras
16. Mogathagounda
17. Paky

6. Dombus
7. Gadabas
8. Ghasit
9. Godari
10. Jatapus
11. Kodulu
18. Panchama
19. Pydi
20. Rellis
21. Savaras
22. Valamikis
23. Washerman

Salur Agency

1. Gadabas
2. Jatapus
3. Kodu
4. Konda Dhora
5. Makha Dhora

Visakhapatnam Agency:

Anantagiri Agency

1. Bagatas
2. Dombs
3. Gadabas
4. Ghasis
5. Goredus
6. Kammaras
7. Kondulu
8. Konda Dhoralu
9. Kotias
10. Kummaras
11. Paidies
12. Khonda Dhoralu
13. Porjas
14. Sondies
15. Vijelalu

Narasipatnam Agency:

West Godavari Agency

1. Agency Madiga
2. Agency Mala
3. Bagatas
4. Dedagali
5. Gadabas
6. Ghasis
7. Gondus
8. Kammara or Vijula
9. Kodu
10. Konda Dora
11. Konda Kapu
12. Kotriya
13. Koya
14. Mallika
15. Manna Dhora
16. Nooka Reddi
17. Pydimalas
18. Racha Reddi
19. Reddi Dhoras
20. Relli or Saradhi
21. Samankula
22. Sondies
23. Vijalai
24. Valmikis

Polavaram Agency

1. Adi-Andhras
2. Gudalas
3. Kammaras
4. Konda Dhoras
5. Konda Kapus or Manyapu Kapus
6. Konda Reddies
7. Koyas or Gonds with its sub-sects Raja or Rasha Koya, Lingadhari Koya and Gothi Koya
8. Lambadis
9. Madigas
10. Malas
11. Nayaka
12. Pachamas
13. Perikies
14. Sunkalies
15. Venadies

Part B

Scheduled Castes

1. **Throughout the State**

1. Chalavadi
2. Charmar, Mochi or Muchi
3. Madiga
4. Mala

2. **Throughout the State except Hyderabad, Mahabubnagar, Adilabad, Nizamabad, Medak, Karimnagar, Warangal, Khammam & Nalgonda Districts.**

1. Adi-Andhra
2. Adi-Dravida
3. Arundhatiya
4. Bariki
5. Bavuri
6. Chachati
7. Chandala
8. Dandasi
9. Dom, Dombara, Paidi or pano
10. Ghasi, Haddi or Relli Chachandi
11. Gondagali
12. Godari
13. Gosangi
14. Jeggali
15. Jamba
16. Madasi Kuruva of Madari Kurva
17. Mala Dasu
18. Madiga Dasu and Mashteen
19. Matangi
20. Mundala
21 Poky or Moti
22. Pambada or Pambadas
23. Pamidi
24. Panchama or Parish
25. Relli
26. Samban
27. Sapru
28. Thoti

3. In the districts of Hyderabad, Mahabubnagar, Adilabad, Nizambad, Medak, Karimnagar, Warangal, Khammam and Nalgonda

1. Anamak
2. Aray (Mala)
3. Arwa Mala
4. Beda (Budga) Jangam
5. Bindla
6. Byagara
7. Chambhar
8. Dakkal (Dokkalwar)
9. Dhor
10. Ellamalawar (Yellamalaawandulu)
11. Holeya
12. Holeya Dasari
13. Kolupalavadlu
14. Mahar
15. Mala Dasari
16. Mala Hannai
17. Mala Jangam
18. Mala Masti
19. Mala Sala (Netkani)
20. Mala Sanyasi
21. Mang
22. Mang Garodi
23. Manne
24. Mashti
25. Mehtar
26. Mitha Ayyalwar
27. Samagara
28. Sindhollu (Chindollu).

PART C

Scheduled Tribes

1. Throughout the state

1 Chenchu or Chenchwar

2. Koya or goud with its subsects – Rajah or Rasna Koyas, Lingadhar Koyas (ordinary), Kothukoyas, Bhim Koya and Raj Koya

2. Throughout the state except Hyderabad, Mahabubnagar, Adilabad, Nizambad, Medak, Karimnagar, Warangal, Khammam and Nalgonda Districts.

1. Bagata
2. Gadabas
3. Jatapus
4. Kammara
5. Kathunayakam
6. Konda Dhoras
7. Konda Kapus
11. Kulia
12. Malis
13. Manna Dhora
14. Makha, Dhora or Nooka Dhora
15. Porja (Parangi Perja)
16. Reddi Dhoras
17. Rona, Rena

8. Konda Reddies.
9. Kondh (Kodi and Kodhu) Desaya Kondas, Dongria Kondas Kuttiya Kondhus, Tikkria Kondha and Yenity Kondhus
10. Kotta-Bentho Oriya Bartika, Dhulia or Dulia, Holva, Parko, Putiya
18. Savaras-Kapu, Savaras-Muliya, Savaras or Khutto Savaras
19. Sugaliee (Lambadies)
20. Yenadis
21. Yerukalas

3. In the districts of Hyderabad, Mahabubnagar, Adilabad, Nizambad, Medak, Karimnagar, Warangal, Khammam and Nalgonda.

1. Andh
2. Bhil
3. Gonda (including Naikod and Rajgond)
4. Hill Reddis
5. Koram (including Manoarval)
6. Pardhan
7. Thoti

4. In the agency tracts

1. Goudu (Goud)
2. Nayaks
3. Valmiki

[1](1) PART D

Backward Classes – Group – A

Aborginal Tribes, Vimuktha Jathis, Nomadic and Semi-Nomadic Tribes etc:-

1. Angikulakshatriya, Palli, Vadabaliji, Bestha, Jalari, Gangavar, Gangaputra, Goondla, Vanyakulashatriya (Vannekapu, Vannereddi, Pallikapu, Pallireddi) Nayyala and Pattapu.
2. Balasanthu, Bahurupi
3. Bandara
4. Budabukkala
5. Chopemari
6. Dasari (Formerly addicted to crimes & Beggary)
7. Dommara

1 . Part D is added in B.P.Ms.No.82, dt.5-2-1975.

8. Gangiredlavaru
9. Gudala
10. Jangam whose traditional occupation is begging
11. Jogi
12. Joshinandiwalas
13. Kaikadi
14. Kanjara Bhatta
15. Katipapala
16. Kepmara or Reddika
17. Kinthala Kalinga
18. Korcha
19. Lambada or Banjara in Telangana Area
20. Mandula
21. Medari or Mahendra
22. Mehatar (Muslim)
23. Monda Pattia
24. Mondivaru, Mndibanda, Banda
25. Nakkala
26. Nayi Brahmin (Mangali)
27. Odde (Odillu Vadai, Vaddelu)
28. Nokkar
29. Pambala
30. Pamula
31. Pardhi (Nirshikari)
32. Pariki Muggula
33. Peddammavandlu, Deveravandlu, Yellammavandlu, Mutyalammavandlu
34. Pitchiguntla
35. Rajaka (Chakali, Vannar)
36. Valmiki Boya (Boya, Bedar, Kirataka, Nishadi, Yellai, Pedda Boya, Telyari and Chunduvallu)
37. Veeramushti (Nettikotala)
38. Yata
39. Yerukalas in Telangana Area.

GROUP-B (Vocational)

1. Achukatlavandlu
2. Aryakshatriya Muchi (Telugu Speaking Chittari, Giniyar, Chitrakara, Nakhas)
3. Devanga
4. Dudekula, Laddaf Pinjari or Noorbash Pinjari or Noorbash
5. Ediga Gowda (Gamalla, Kalalee), Goundla Settibalija of Visakhapatnam, East Godavari, West Godavari and Krishna Dists.
6. Gandla, Telikula
7. Jandra
8. Karikalabhakthula, Kaikolan or Kaikala (Sungundam or Sanguather).
9. Karnabhakthullu.
10. Kummara or Kulala
11. Kuruba or Kuruma
12. Nagavaddilu
13. Neelakanthi
14. Nessi or Kurni
15. Padmasali (Sali, Salivan, Pattusali, Sanapathulu Thogata Sali)
16. Patkar
17. Perika (Perika Balija; Puragirikhatriva)
18. Srisayana (Segidi)
19. Swakulasali
20. Thogata, Thogati or Thogata Veerakshatriya
21. Viswabrahmin (Ausala or Kamsali), Kummari, Kanchari (Vadla or Vadra or Vadrangi and Silpis).

Group – C (Harijan Converts)

1. Scheduled Castes converted themselves to Christianity and their children.

Group – D (Other Classes)

1. Agaru
2. Arekatika Katika
3. Atagara
4. Bhatraju
5. Chidpolu (Mera)
6. Gavara
7. Godaba
21. Nagavasam (Nagavamsa)
22. Nelli
23. Passi
24. Polinati Velamas of Srikakulam and Visakhapatnam districts
25. Poosala
26. Rangrez or

8. Hatkar
9. Jakkala
10. Jinga
11. Kanchi
12. Kalavanthula, Gunjka
13. Kandra
14. Koopulavelama
15. Kosthi
16. Krishnabalija (Dasari, Bukka)
17. Mali
18. Mathura
19. Mudiraj, Mustarasi, Tenugollu
20. Munnurukapu (Telangana).

Bhavasarakshatriya

27. Sadhuchetty.
28. Satani (Chattadas Rivaishnave)
29. Tammali
30. Turupukapus or Gajulakapus of Srikakulam and Visakhapatnam Districts who are subject to Social customs or divorce and remarriages among their women).
31. Uppara or Sagara
32. Vanjara (Vanjari)
33. Yadava (Golla)

SCHEDULE – II

MINIMUM GENERAL EDUCATIONAL QUALIFICATIONS

(Referred to in Regulation 16)

A candidate must –

(a) either have obtained a completed Secondary School Leaving Certificate issued under the authority of Government of Andhra Pradesh; and

(1) if such certificate was obtained in pursuance of the revised Secondary School Leaving Certificate scheme introduced by Madras G.O.Ms.No.1636 Law (Education) dated the 3rd August, 1929 the certificate must show the candidate has obtained at the public examination not less than the percentage of marks specified below in the subjects under Group 'A' and not less than 35 per cent in one of the subjects in Group 'C'

GROUP 'A'

	Percent
English	40
A Language	40
Elementary Mathematics	35
Elementary Science	30
Outlines of History of England and India and Geography or Social Studies	30

Provided that in the case of a candidate belonging to the Scheduled Castes or Scheduled Tribes, it shall be sufficient if he has obtained not less than 35 percent in the English and in the language in Group 'A' and not less than the percentage of marks specified above in the other subjects under that group and 35 percent in one of the subjects under Group'C' be eligible for appointment to any service.

(2) if such certificate was obtained in pursuance of the Secondary School Leaving Certificate Scheme which was in operation before the revised scheme referred to in sub-clause (1), the certificate must show that the candidate has obtained at the public examination not less than 35 percent of the marks in each of the subjects in Group ‘A’ and in each of two subjects in Group ‘C’; and

(3) if such certificate was obtained in pursuance of the scheme for the re-organization of Secondary Education introduced by Madras G.O.Ms.No.1394, Education dated the 29th May, 1948 the certificate must show that the candidate has obtained at the Public Examination not less than the percentage of marks specified in column (2) of the table below against the subjects referred to column (1) there of;

TABLE

I.	**Academic Course**			**Percentage**
	1.	First Language, Parts I & II	-	40 (80 marks out of 200)
	2.	English	-	40
	3.	Mathematics	-	30
	4.	Social Studies	-	35
	5.	General Science	-	35
II.	**Secretarial Course**			
	1.	First Language	-	40
	2.	English	-	40
	3.	Commercial Arithmetic	-	30
	4.	Social Studies	-	35
	5. (a)	Drafting, Precise writing and typewriting	-	30
	(b)	Two of the following three subjects: (i) Commercial Practice (ii) Shorthand (iii) Book-keeping	-	30

III. **Pre-Technological Course**

A. Engineering:

1.	First Language	-	40
2.	English	-	40
3.	Mathematics	-	30
4.	Social Studies and Special subjects	-	35
5. (a)	Science and Drawing	-	30
(b)	Engineering subject	-	30

B. Agriculture of any other subjects:

1.	First Language	-	40
2.	English	-	40
3.	Mathematics	-	30
4.	Social Studies	-	35

Special Subjects:

3.	(a)	Elementary Science	-	30
	(b)	Agriculture or any other subject	-	30

IV. Aesthetic courses (the course consists of three parts)

Part-I	First Language	-	40
Part-II	English	-	40

In each of the other two subjects under part-II - 30 in each

If social studies is taken as a subject under this part, 35 percent should be obtained in that subject.

Part-III. Any one subject under this part 30:

Provided that in the case of a candidate belonging to the Scheduled Castes or Scheduled Tribes, it shall be sufficient if he has obtained not less than 35 percent in English and in the first language, and not less than the percentage of marks specified in the table above in the table above in the other subjects be eligible for appointment to any service.

Note:-

(i) The certificates of pupils who have been exempted from Vernacular/Composition and Translation in Group ‘A’ will not be considered incomplete because they contain no entry that subject.

(ii) A pass in a Government Technical Examination will be regarded as equivalent to obtaining 35 percent of the marks in the corresponding subjects in the Secondary School Leaving Certificate Public Examination; for this purpose where in the latter examination, the Technical subject comprises two subjects in the Government Technical Examinations, passes in atleast the Lower Grade are required in both the subjects in the Government Technical Examination.

(iii) It is not necessary that the percentage of marks specified above in the various subjects of the Secondary School Leaving Certificates should have been obtained at one and the same examination.

(iv) A pass in part of the Intermediate or PUC Examination in Arts & Science of a University in the State shall be regarded as equivalent to obtaining the minimum number of marks prescribed for the corresponding subject or subjects in the Secondary School Leaving Certificate Public Examination.

(v) A candidate who appears for the Secondary School Leaving Certificate Examination under the 1929 Scheme and failed to obtain the minimum marks prescribed for the minimum general education qualification in sub-clause (1) of clause (a) can appear for the Secondary School Leaving Certificate Examination under the Reorganized scheme of Secondary Education in the corresponding subjects in the Academic Course given below and obtain the minimum marks prescribed against each subject in the table above:

Old Scheme	New Scheme (Academic Course)
1. Language	1. First Language
2. English	2. English
3. Elementary Mathematics	3. Mathematics
4. Elementary Science	4. General Science
5. History and Geography	5. Social Studies
6. Optional Subjects	6. No Corresponding subject

He shall be deemed to possess the minimum general educational qualification if he has obtained the minimum percentage of marks prescribed for the first five years subjects in the Old Scheme or the minimum percentage of marks prescribed for the corresponding subjects specified above in the new scheme and in lieu of the prescribed percentages in the optional subjects in the old scheme as obtained the minimum number of marks in Composite Mathematics under the new scheme or a pass obtained before the 13th July, 1961 in anyone of the subjects for Government Technical Examination by the Lower Grade which need not necessarily be a corresponding subject; or

[1](b)(1) Have obtained a completed European School Leaving Certificate or a completed Anglo-Indian School Leaving Certificate issued under the authority of the Government of Tamil Nadu with either Tamil, Telugu, Malayalam, Kannada, Hindustani or Hindi as his compulsory second language and secured at the European High School Examination or the Anglo Indian School Leaving Certificate Examination not less than the percentage of marks specified below in the subjects in Group ‘A’ and not less than 35 percentage in each of the three subjects in Group ‘B’

GROUP ‘A’

English	-	40
Elementary Mathematics	-	35
A Language	-	30

or

[1] . Para (b) in Schedule II is substituted in B.P.Ms.No.30, dt.28-1-1972.

(2) have passed the Anglo Indian High School Examination under the new Scheme held from November, 1962.

(c) have passed Matriculation Examination of a University in the State.

(d) have appeared for the SSLC Examination of the State and have been declared eligible for college course. If a certificate is obtained by passing such examination where Hindi is prescribed as III Language compartmentally, the certificate must show that the candidate has obtained at the public examination not less than 40 percent of marks in any of the 1st or 3rd Language and that he has also secured the minimum percentage of marks in the other subjects.

Note:- The following shall be regarded as equivalent to the minimum general educational qualification prescribed above.

(1) Indian Army Special Certificate of Education.

(2) A pass in the Higher Education Test of the Royal Indian Navy.

(3) A pass in the Anglo Vernacular School Leaving Certificate (Burma) Examination.

(4) A pass in the Burma High School Final Examination.

(5) A pass in the Entrance Examination of the Shreemati Nathibai Damodhar Tackersay Indian Women's University, Bombay.

(6) A pass in the Matriculation Examination of the Rangoon University.

(7) A pass in the English School Leaving Certificate Examination of the Travancore area under the revised syllabus introduced from 1949.

(8) A pass in the pre-1949 English School Leaving Certificate Examination of the pre-integration Travancore State in cases where candidates have obtained not less than the following percentage of marks.

English 40 percent Language 40 percent	} } }	35 percent in the case of the candidate belonging to any of the Scheduled Castes or Scheduled Tribes
Elementary Mathematics	:	30 percent
History and Geography	:	35 percent
Elementary Science	:	35 percent

(9) A pass in the Secondary School Leaving Certificate Examination conducted by the Government of Bombay.

(10) A pass in the Admission Examination of the Banaras Hindu University.

(11) A pass in the Advanced Class (Indian Navy) Examination held on or before 1953.

(12) A certificate granted by the East Bengal Secondary Education Board, Decca, in any of the following three examinations conducted by it:

(i) Matriculation Examination.

(ii) Higher Madras Examination.

(iii) School Final (Science side) Examination.

(13) Successful completion of two year's course at the Joint Service Wing of the National Defence Academy, provided that the Cadet's discontinuance of the course at the Academy on completion of the two years was not due to academic reasons.

(14) A pass in HSLC or HSC of the former Hyderabad State, and if such certificate was obtained by passing the examination compartmentally, the certificate must show that the candidate has obtained at the Public Examination in each of the subjects not less than the percentage of marks specified below:-

	Subject	Percent
1.	English	40
2.	First Language (Mother Tongue) or Second Language (Hindi or any one of the regional Languages)	40
3.	Elementary Mathematics or Mathematics (Algebra and Geometry)	35
4.	General Science or Domestic Science	30
5.	Indian History, Civics and General Geography or History of England	30
6.	Optionals	35

Provided that in the case of a candidate belonging to the Scheduled Castes or Scheduled Tribes it shall be sufficient if he has obtained not less than 35 percent in English and First or Second Language and not less than the percentage of marks specified in the table above in the other subjects.

(15) A pass in the High School Examination of the Aligarh University.

(16) Cambridge School Certificate Examination (Senior Cambridge).

(17) European High School Examination held by the State Government.

(18) Tenth Class Examination of the Technical High Secondary School, Delhi Polytechnic.

(19) Pass in the preparatory Examination of the Delhi University.

(20) School Leaving Examination of the Government of Nepal.

(21) A pass in the annual promotion examination held at the end of the penultimate year (Class XI) of the Higher Secondary and

Multipurpose course in a recognized Higher Secondary and Multipurpose School.

(22) A pass in the Vidyadhikari Examination of Gurukula Kangari Vishwavidyalaya.

(23) A pass in Cylone Senior School Certificate Examination

(24) A pass in the following French Examination of Pondicherry.

i) Brevet Elementaric.

ii) Brevet Detudes due premier Cycle.

iii) Brevet D'ensignement Primaire Superieu de languo Indiece, and

iv) Brevet De Languo Indience (Vernacular)

(25) A Certificate of post basic Education awarded by a post Basic School.

SCHEDULE – III
(Sub-Regulation 22)

[1]22. **Special Representation:** Where any special Regulation lay down that the principle of reservation of appointments shall apply to any service, class or category, appointments thereto shall be mad on the following basis:

[2](a) The unit of appointments for the purpose of this Regulation shall be one hundred, of which 15 shall be reserved for the Scheduled Castes, six shall be reserved for the Scheduled Tribes, twenty five shall be reserved for the Backward Classes, three shall be reserved for Physically Handicapped persons and the remaining 51 (fifty one) appointments shall be made on the basis of open competition.

Provided that in case of office staff posts and in the case of posts in the Andhra Pradesh State Electricity Board Security Sub-ordinate service for which the principle of reservation of appointment applies, out of fifty one appointments to be made on the basis of open competition, two appointments shall be reserved for direct recruitment of Ex-serviceman.

[3]"Provided also that in the case of appointments to the categories of Lower Division Clerk, Typist and Steno-Typist in A.P.S.E.Board Accounts Service, [4]Assistant, Assistant-Cum-Computer Operator, Typist and [4]Junior Steno in A.P.S.E.B. P&G Service and to all categories in A.PS.E.B. General Service to which the principle of reservation of appointment applies, out of fifty four appointments to be made on the basis of open competition, one appointment shall be made by direct recruitment from Meritorious Sportsmen".

(b) the claims of members of the Scheduled Castes, the Scheduled Tribes, the Backward Classes and the Physically Handicapped persons or the ex-serviceman as the case may be, shall also be considered for the remaining appointments which shall be filled on the basis of open competition, and where a candidate belonging to any of the above categories is selected on the basis of open competition, the number of appointments

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1 . Schedule III is first amended in B.P.Ms.No. 82, dated 5-2-1975.
Again substituted in B.P.Ms.No. 510, dt.19-6-1976.

2 . 22(a) Further proviso added in B.P.Ms.No.278, dt.13-3-1978 and later on substituted by B.P.Ms.No.953, dt.20-10-1987.

3 . Addedby B.P.(P&G-Per) Ms.No.280, dt.31-10-1994.

4. Junior Assistant is redesignated as "Assistant" and Steno-Typist is redesignted as "Junior Steno" by B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

reserved for that category shall in no way be affected during the period, the reservation for that category is in force.

[1](c) Appointment under this Regulation shall be made in the order of rotation specified below in every cycle of hundred vacancies.

1.	Open Competition	-	Woman
2.	SCHEDULED CASTES	-	Woman
3.	Open Competition		
4.	Backward Classes	-	(Group A)-Woman
5.	Open Competition		
6.	Open Competition	-	PH(Woman)-VH
7.	SCHEDULED CASTES		
8.	SCHEDULED TRIBES	-	Woman
9.	Open Competition		
10.	Backward Classes	-	(Group B)-Woman
11.	Open Competition		
12.	Open Competition	-	Woman
13.	Open Competition	-	
14.	Backward Classes	-	(Group C)*
15.	Open Competition		
16.	SCHEDULED CASTES		
17.	Open Competition	-	Woman
18.	Backward Classes	-	(Group D)-Woman
19.	Backward Classes	-	(Group E)-Woman
20.	Backward Classes	-	(Group A)
21.	Open Competition		
22.	SCHEDULED CASTES	-	Woman
23.	Open Competition	-	Woman
24.	Backward Classes	-	(Group B)
25.	SCHEDULED TRIBES		
26.	Open Competition		
27.	SCHEDULED CASTES		
28.	Open Competition		
29.	Backward Classes	-	(Group A)
30.	Open Competition	-	Woman
31.	Open Competition	-	PH-HH
32.	Open Competition	-	
33.	SCHEDULED TRIBES		
34.	Open Competition	-	Woman

[1] . Reg. 22(c) is substituted in B.P.Ms.No.953, dt.20-10-1987.

35.	Backward Classes	-	(Group B)
36.	Open Competition		
37.	Open Competition	-	
38.	Open Competition	-	Woman
39.	Backward Classes	-	(Group D)
40.	Open Competition		
41.	SCHEDULED CASTES		
42.	Open Competition		
43.	Backward Classes	-	(Group D)
44.	Backward Classes	-	(Group E)
45.	Backward Classes	-	(Group A)-Woman
46.	Open Competition		
47.	SCHEDULED CASTES	-	Woman
48.	Open Competition		
49.	Backward Classes	-	(Group B)-Woman
50.	Open Competition	-	Woman
51.	Open Competition		
52.	SCHEDULED CASTES		
53.	Open Competition		
54.	Backward Classes	-	(Group A)
55.	Open Competition	-	Woman
56.	Open Competition	-	PH-OH
57.	Open Competition		
58.	SCHEDULED TRIBES	-	Woman
59.	Open Competition	-	Woman
60.	Backward Classes	-	(Group B)
61.	Open Competition		
62.	SCHEDULED CASTES		
63.	Open Competition		
64.	Backward Classes	-	(Group D)-Woman
65.	Open Competition	-	Woman
66.	SCHEDULED CASTES	-	Woman
67.	Open Competition		
68.	Backward Classes	-	(Group D)
69.	Backward Classes	-	(Group E)
70.	Backward Classes	-	(Group A)
71.	Open Competition	-	Woman
72.	SCHEDULE CASTES		
73.	Open Competition		
74.	Backward Classes	-	(Group B)
75.	SCHEDULED TRIBES		
76.	Open Competition		
77.	SCHEDULED CASTES		

78.	Open Competition	-	Woman
79.	Backward Classes	-	(Group A)
80.	Open Competition		
81.	Backward Classes	-	(Group B)-Woman
82.	Open Competition		
83.	SCHEDULED TRIBES		
84.	Open Competition	-	Woman
85.	Backward Classes	-	(Group B)
86.	Open Competition		
87.	SCHEDULED CASTES	-	Woman
88.	Open Competition		
89.	Backward Classes	-	(Group D)
90.	Open Competition	-	Woman
91.	SCHEDULED CASTES		
92.	Open Competition		
93.	Backward Classes	-	(Group D)
94.	Backward Classes	-	(Group E)
95.	Backward Classes	-	(Group B)
96.	Open Competition	-	Woman
97.	SCHEDULED CASTES		
98.	Open Competition		
99.	Backward Classes	-	(Group B)-Woman
100.	Open Competition		

*In every third cycle of 100 point roster, this point shall be reserved for Women belonging to BC-C category.

Note:-

(1) The 6th turn in the first three cycles i.e., point Nos.6, 31, and 56 shall be reserved for Physically Handicapped persons, [1]"wherever Special Regulation provides reservation for Physically Handicapped persons."

(2) The 12th turn in the first two cycles i.e., point Nos. 12 and 37 shall be reserved for Ex-serviceman in the case of appointment to posts under Office Staff and Security Sub-ordinate service.

(d) (i) If a qualified and suitable candidates belonging to any particular group of the Backward Classes, is not available for appointment in the turn allotted for them in the cycle, the turn shall accrue to the next group of the Backward Classes in the rotation and only if no

[1] . Omitted by B.P.(P&G-Per) Ms.No.487, dt.24-3-1995.

suitable and qualified candidate is available in any of the four groups, the turn shall be deemed to be allotted to the open competition.

(ii) the reservation in the case of Backward Classes shall be in force for the period commencing, from the 23rd September, 1970 and ending with the 2nd September, 1980 and the reservation in the case of physically Handicapped persons shall be in force for the period commencing from the 23rd September, 1970 and ending with the [1][22.9.1990]

[2]**Note:-** In respect of Direct recruitment to the post of Junior Accounts Officers/Assistant/LDCs/Typists/Junior-Stenos, Telephone Operators, the existing orders reserving 3% posts for the physically handicapped persons and to carry forward the provision for 3 successive recruitment years, shall be implemented.

[3](e) "If, in any recruitment qualified candidates belonging to the Scheduled Castes or as the case may be the Scheduled Tribes are not available for appointment to any or all the vacancies reserved for the Scheduled Castes or as the case may be, Scheduled Tribes, a limited recruitment confined to candidates belonging to the Scheduled Castes and or as the case may be, Scheduled Tribes, shall be made immediately after the general recruitment to select and appointment qualified candidates from among persons belonging to these communities to fill such reserved vacancies."

(f) (i) if in any recruitment year, qualified candidates belonging to Scheduled Castes, or as the case may be Scheduled Tribes are not available for appointment to all or any or the vacancies reserved for the Scheduled Castes or as the case may be, Schedule Tribes even after conducting limited recruitment as specified in sub-regulation (e) such vacancy or vacancies may be allotted to open competition after obtaining the permission of the Board, and may, thereafter be filled

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1 . As per B.P.Ms.No. 510, dt.19-6-1976, the date is 29-1-1977. This is substituted in B.P.Ms.No.1364, dt.1-12-1977 as 22-9-1980. This is further substituted in B.P.Ms.No.318, dt.7-4-1986 as 22-9-1990.

2 . Note added under Clause (d) (ii) in B.P.Ms.No.318, dt.7-4-1986.

3 . Reg. 22(e) is substituted in B.P.Ms.No.798, dt.6-8-1988.

by a candidate or candidates selected on the basis of open competition.

(ii) Where any vacancy reserved for Scheduled Castes or as the case may be, the scheduled Tribes is so filled by a candidate belonging to other communities an equal number of vacancies shall be reserved in the next succeeding recruitment year for the Scheduled Castes, or as the case may be scheduled Tin addition to the vacancies that may be available for that recruitment year for the Scheduled Castes or as the case may be Scheduled Tribes:

[1]"Provided that if in the said second succeeding recruitment year also, no qualified candidates belonging to the Scheduled Castes, or as the case may be, the Scheduled Tribes are available for appointment to all or any of the additional vacancies which are so reserved in that succeeding recruitment year, an equal number of vacancies shall again be reserved in the next succeeding recruitment year for the Scheduled Castes, or as the case may be, the Scheduled Tribes in addition to the number of vacancies that may be available for the next succeeding recruitment year, for the Scheduled Castes, or, as the case may be, the Scheduled Tribes".

(iii) any additional vacancy or vacancies reserved for favour of candidates belonging to the Scheduled Castes, or as the case may be, Scheduled Tribes in any year in accordance with the provisions in clause (ii) appointments thereto shall be made before the appointments in the order of rotation for the relevant year are made.

(g) At no selection for recruitment, other than any limited recruitment made in accordance with the provisions of sub-regulation (e), the number of reserved vacancies including the additional vacancies reserved under sub-regulation (f) shall exceed 50% of the total number of vacancies for that selection, and all vacancies in excess of 50% of the total number of vacancies for which recruitment is made on any particular occasion, shall, notwithstanding anything in this regulation, be treated as unreserved.

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[1]. Proviso to Clause (f) (ii) is added in B.P.Ms.No.278, dt.13-3-1978.

(h) Notwithstanding anything contained in the foregoing sub-regulation.

(i) Where the principle of reservation of appointments was applicable to any service, class or category immediately before the 8th August, 1975 the order of rotation specified in this sub-regulation shall continue to be followed from the turn next after the turn at which last appointment was made; and

(ii) Where there are any additional vacancies which would have been reserved in favour of candidates belong to Scheduled Castes, or as the case may be the Scheduled Tribes in the recruitment year, which commences after 8th August, 1975 had the regulation of special representation which was in force immediately before the said date continued, such vacancies shall be reserved for the scheduled castes or the scheduled tribes in the first recruitment year which commences on or after the said date.

[1]Regulation 22(i):

Preference to the Local Candidates:

While making direct recruitment to the following cadres, preference shall be given to the local candidates by observing the spirit of Presidential Order duly following the Rules of Reservation made by the State Government from time to time.

I.	Engineering Service	Sub-Engineer
II.	Accounts Service	a) LDC
		b) Typist
III.	General Service	Office Sub-ordinate.

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NOTE:- A brief note on the procedure relating to direct recruitment as mentioned in Rule-22 of A.P. State & Subordinate Rules is appended at the end, for guidance.

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[1] . Reg.22(i) added by T.O.O. (Addl.Secy-Per) Ms.No.12, dt.11-04-2008.

ANDHRA PRADESH
STATE ELECTRICITY BOARD

Service Regulations

PART – III

1. **Constitution:-** The classification of the services under the Andhra Pradesh State Electricity Board shall be as follows:

[1](a) Andhra Pradesh State Electricity Board Personnel & General Services.

CLASS - I		
Category - 1	--	Secretary
Category - 2	--	[9]Chief General Manager (HRD&Trg.)
Category - 3	--	Deputy Secretary/Manager(General Services)
Category - 4	--	[5]Assistant Secretary
[2]Category - 5	--	Senior Labour Welfare Officer
CLASS - II		
Category - 1	--	Labour Welfare Officer
Category - 2	--	Public Relations Officer
Category - 3	--	Personnel Officer
CLASS - III		
[3]Category - 1	--	Assistant Personnel Officer
Category - 2	--	[6]Junior Personnel Officer
Category - 3	--	[7]Senior Steno
[4]Category - 4(a)	--	[8]Assistant

1 . Added to Reg. (1) in B.P.Ms.No.637, dt.29-6-1984.
2 . Category 5 in Class 1 added in B.P. (P&G-Per) Ms.No.152, dt.16-6-1992.
3 . Cat.I Special Grade Stenographer - deleted and existing categories 1 to 7 renumbered as categories 1 to 6 in B.P.Ms.No.217, dt.21-3-1985. Against category I added in B.P.(P&G-Per) Ms.No.105, dt.26-5-1992 restoring categories 1 to 7.
4 . Category 4 renumbered as 4(a) and Category 4(b) added in B.P.Ms.No.532, dt.10-2-1992.
5. Deputy Manager is redesignated as Assistant Secretary in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
6. Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
7. U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
8. Junior Assistant is redesignated as Assistant in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
9. Director Personnel is redesignated as General Manager (Personnel) vide T.O.O. (Per-DP) Ms.No.163, dt.7-5-1999. Again General Manager (Personnel) is redesignated as General Manager (HRD&Trg.) vide T.O.O. (Per-GM-P) Rt.No.179, dt.20-10-2003. Again General (HRD&Trg.) is redesignated as Chief General Manager (HRD&Trg.) vide T.O.O. (Per-GM/P) Ms.No.207, dt.2-12-2003.

Category - 4(b)	--	Assistant-Cum-Computer
Category - 5	--	Typist and [7]Junior Steno.
Category - 6	--	Telephone Operator
Category - 7	--	Lift Mechanic

(b) Andhra Pradesh State Electricity Board Engineering Service:
This service shall consist of the following branches namely:-

Branch-I	--	Electrical
Branch-II	--	Civil
Branch-III	--	Mechanical
Branch-IV	--	Telecommunications
Branch-V	--	Chemists
Branch-VI	--	Draughtsman
Branch-VII	--	Transport Overseas
[1]Branch-VIII	--	Blue Printers
[2]EXECUTIVE DIRECTOR		
Branch I : Electrical:-		This branch shall consists of the following categories of officers, namely:-
Class I:-		
Category-1	--	Chief Engineers
Category-2	--	Superintending Engineers
Category-3	--	Divisional Engineers and Executive Engineers - Special Grade
Category-4	--	Divisional Engineers and Executive Engineers - Ordinary Grade
Class II :-		
[3]Category-1	--	Asst. Divisional Engineers
[3]Category-2	--	[4]Asst. Engineer
Class-III:-		
[3]Category-1	--	[5] (a)[8] Additional Assistant Engineer
		[8](b) Omitted.
[6]Note:- "The inter-se-seniority among former Additional Assistant Engineers/ (Electrical) - General Cadre and former Additional Assistant		

[1]. B.P.Ms.No.543, dt.2-7-1970 and Memo.78757/A2/689, dt.2-7-1970.
[2]. Added above Branch - I in B.P.Ms.No.518, dt.27-5-1989.
[3]. For words "AE" substituted by ADE; For JE by AE in B.P.Ms.No.1235, dt.24-11-1978;
For words 'Supervisor' substituted by Sub-Engineer in B.P.Ms.No.1235, dt.21-11-78;
but later changed as A.A.E. in B.P.Ms.No.1357, dt.18-12-1978.
[4]. Included in Class II , Cat.2 in B.P.Ms.NO.416, dt.26-5-76 in place of Chief Head Draughtsman.
[5]. Substituted in B.P.Ms.No.300, dt.31-3-1986.
[6]. Added in T.O.O.(Per-GM) Ms.No.146, dt.30-8-2000.
7. Steno-Typist is redesignated as Junior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
8. AAE (Thermal Cadre) shall be omitted and the cadre "(a) AAE (General Cadre)" shall be read as "Additional Assistant Engineer" by B.P.(P&G-Per) Ms.No.214, dt.20-11-1995.

Engineers/(Electrical) Thermal Cadre shall be fixed taking into consideration the total length of qualifying service of individuals in the feeder categories for appointment by transfer as Additional Assistant Engineers without disturbing their relative seniority in the respective feeder categories.		
[8]Category-2	--	Sub-Engineer
Branch II: Civil:-		
Class I		
Category -1	--	Chief Engineers
Category -2	--	Superintending Engineers
Category -3	--	Executive Engineers (including Deputy Chief Engineers)
Class II		
[2]Category-1	--	Asst. Divisional Engineers
[2]Category-2	--	[4](Chief Head Draughtsman)
Category-3	--	[5](Assistant Engineer)
Class III:- [2]Category-1		Addl. Asst. Engineers
[8]Category-2		Sub-Engineer
Branch III:- Mechanical:-		
Class I:		
[1]Category-1	--	Chief Engineer/Mechanical
Category-2	--	Superintending Engineers/Mechanical
Category-3		Executive Engineers/Divisional Engineers (Mechanical)
Class II:-		
[2]Category-1	--	Asst. Divisional Engineers
[2]Category-2	--	[6](Asst. Engineers)
Class III:-		
[2]Category-1	--	[3](a) [9]Addl. Asst. Engineer. [9](b) Omitted.
[7]**Note:- "The inter-se-seniority among former Additional Assistant Engineers/(Mechanical) - General Cadre and former Additional Assistant Engineers/(Mechanical) Thermal Cadre shall be fixed taking into consideration the total length of qualifying service of individuals in the feeder categories for appointment by transfer as Additional Assistant Engineers without disturbing their relative seniority in the respective feeder categories.**		

1. Cat.1 added in B.P.Ms.No.435, dt.19-4-1984, renumbering category 1&2 as cat.2&3.
2. For words "AE" substituted by ADE; For JE by AE in B.P.Ms.No.1235, dt.24-11-1978; For words 'Supervisor' substituted by Sub-Engineer in B.P.Ms.No.1235, dt.21-11-78; but later changed as A.A.E. in B.P.Ms.No.1357, dt.18-12-1978.
3. Substituted in B.P.Ms.No.300, dt.31-3-1986.
4. Added in B.P.Ms.No.564, dt.23-9-1971.
5. Added in B.P.Ms.No.416, dt.26-5-1976.
6. Vide B.P.Ms.No.416, dt.26-5-1976.
7. The existing note is substituted with T.O.O. (Per-GM) Ms.No.145, dt.20-8-2000.
8. Constituted the Category of Sub-Engineer in B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
9. AAE (Thermal Cadre) shall be omitted and the cadre "(a) AAE (General Cadre)" shall be read as "Additional Assistant Engineer" by B.P.(P&G-Per) Ms.No.214, dt.20-11-1995.

[9]Category-2	--	Sub-Engineer
Note:- The Divisional Engineer or Executive Engineer, (either Special Grade or ordinary grade) posted to the office of the Chief Engineer to assist the Chief Engineer in the office work will be designed as Deputy Chief Engineer.		
Branch IV:- Telecommunications:-		
[2]**Class I:-**		
[2]Category-1	--	Chief Engineer
Category-2	--	Superintending Engineer
Category-3	--	Divisional engineer
Class II:-		
[3]Category-1	--	Asst. Divisional Engineers
[3]Category-2	--	[1]Asst. Engineers
Class III:-		
[3]Category-1	--	Addl. Asst. Engineer
[10]Category-2		Sub-Engineer
Branch V:- Chemists:-		
Class II:-		
[4]Category-1	--	Chief Chemist
[4]Category-2	--	Senior Chemist
Class III:-		
[4]Category-1	--	[5]Chemists
Branch VI: Draughtsman:-		
Class III:-		
Category-1	-- -- --	Draughtsman I Grade Draughtsman II Grade Draughtsman III Grade
[6]Category-2	--	[8]Sub-Engineer
Category-3	--	Tracers
[7]Category-4	--	Sub-overseers (deleted)
[7]Category-4	--	Blue Print Operators I Grade Blue Print Operators

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1 . Vide B.P.Ms.No.416, dt.26-5-1976.
2. Substituted in B.P.Ms.No.16, dt.9-1-90 by renumbering 1, 2, as 2&3 vide B.P.Ms.No.123, dt.24-2-81.
3. For words "AE" substituted by ADE; For JE by AE in B.P.Ms.No.1235, dt.24-11-1978;
For words 'Supervisor' substituted by Sub-Engineer in B.P.Ms.No.1235, dt.21-11-78;
but later changed as A.A.E. inB.P.Ms.No.1357, dt.18-12-1978.
4. For words Asst. Chemist substituted by Chemist; For Chemist - Senior Chemist;
for Senior Chemist - Chief Chemist - in B.P.Ms.No.157, dt.9-3-1981.
5. Existing Cat.1 Jr.Chemist - deleted and renumbered Asst.Chemist as Cat.1in B.P.Ms.No.324, dt.13-6-73.
6. Added in B.P.Ms.No.953, dt.25-10-1984; Cat. 2 & 3 renumbered as Cat. 3 and 4.
7. Added in B.P.Ms.No.34, dt.18-1-1974 and again the words and number Category-4 - Sub-Overseers omitted in B.P. (P&G-Per) Ms.No.102, dt.11-8-1995 and the existing Cat-5 is renumbered as Cat-4 in the in B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
8. For the words "Asst Supervisor", the words "Sub-Engineer" are substituted in B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
9. Constituted the Category of Sub-Engineer in B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
10. Constituted the Category of Sub-Engineer in B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.

Branch VII:- Transport Overseers:-		
Class III:-		
Category-1	--	Transport Overseer I Grade
Category-2	--	Transport Overseer II Grade
Branch VIII:- [1]Blue Print Operators:-		
Class III:-		
Category-1	--	Blue Print Operators.
[1]Category-2 (omitted)	--	Assistant Blue Printer

c) Andhra Pradesh State Electricity Board Accounts Service:		
Class I:-		
[7]Category-1	--	Executive Director.
[2]Category-2	--	Financial Advisor & Chief Controller of Accounts
Category-3	--	Dy.Chief Controller of Accounts
Category-4	--	[3]Senior Accounts Officer
Category-5	--	Stores Accounts Officer
Class II:-		
Category-1	--	[3]Accounts Officer
Category-2	--	[3]Asst. Accounts Officer
Class III:-		
[4]Category-1[8 (omitted)]	--	[8]Asst. Chief Accountant (omitted)
[4]Category-1[8]	--	[8]Junior Accounts Officer
[4]Category-2[8]	--	U.D.Cs
[4]Category-3[8]	--	UD Stenos
[4]Category-4[8]	--	[6]L.D.C[9] 9(omitted)(b) L.D.C-Cum-Typists-Cum-Computer Operator
[5]Category-5[8]	--	Typists and Steno Typists

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1. Amalgamated the categories of “Blue Printer” and “Asst. Blue Printer” into a single category with the nomenclature “Blue Print Operator” by B.P.(P&G-Per) Ms.No.129, dt.27-6-1994.
2. Added in B.P.Ms.No.137, dt.25-2-1985 renumbering Cat.2 as Cat.3
3. The words Senior Chief Accountant – Substituted by Senior Accounts Officer, Chief Accountants as Accounts Officer; Dy. Chief Accountant – Asst. Accounts Officer in B.P.Ms.No.4, dt.3-1-1979.
4. Added in B.P.Ms.No. 159, dt.18-4-1973 and renumbered Accountant as Cat.2.
5. Added in B.P.Ms.No.637, dt.29-6-1984.
6. Added in B.P.Ms.No.57, dt.14-5-1992.
7. Added “E.D. (Accounts)” as category-1 and the existing categories 1 to 4 are renumbered as categories 2 to 5 in B.P.(P&G-Per) Ms.No.470, dt.18-12-1993.
8. “Category-1, Asst. Chief Accountant” under Class-III is omitted and the ‘Categories 2 to 6’ are renumbered as “Categories 1 to 5” and the renumbered “Category-1” the word “Accountant” is substituted with “Junior Accounts Officer” and the “Accountant” wherever it comes, the words “Junior Accounts Officer” be substituted by B.P.(P&G-Per)Ms.No.99, dt.11-8-1995.
9. “Cat.4(b) LDC-Cum-Typist-Cum-Operator” omitted and the existing item “Cat-4(a) LDC” renumbered as “Category-4 LDC” by B.P.(P&G-Per)Ms.No.235, dt.3-8-1993.

[1]Store Keepers:-		
Catetgory-1	--	Store Keeper Grade - I
Catetgory-2	--	Store Keeper Grade - II
Catetgory-3	--	Store Keeper Grade - III

d) Andhra Pradesh State Electricity Board General Services:-		
Class III:-		
Category-1	--	[3]deleted
Category-2	--	[3]deleted
[2]Category-3	--	Lift Mechanics
Class IV:-		
Category-1	-	Roneo Operators
Category-2	--	[4]Record Assistant
[2]Category-2A	--	Lift Operators
Category-3	--	Drivers
Category-4	--	Jamedars
Category-5	--	Dafedars
Category-6	--	[5][Office Subordinates]
Category-7	--	Head Watchman
Category-8	--	Watchman
Category-9	--	Sweeper Cum gardeners; Sweepers
[6]Category-10	--	Sanitary Orderlies
[7]Category-11	--	Cook
[7]Category-12	--	Dhobi
[8]Category-13	--	Lab Attendant
[8]Category-14	--	Nursing orderly (Male/Female)

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1 . Added by B.P.(P&G-Per)Ms.No.347, dt.2-3-1996.
2 . Added in B.P.Ms.No.530, dt.16-7-1980.
3. Deleted in B.P.Ms.No.99, dt.29-1-1988.
4. Substituted Record Assistant for Attender; Peon as Attender in B.P.Ms.No.538, dt.5-9-1973.
5. Substituted Record Assistant for Attender; Peon as Attender in B.P.Ms.No.538, dt.5-9-1973. "Attender" is redesignated as "Office Subordinate" in T.O.O. (Addl.Secy.-Per) Ms.No.237, dt.10-11-2006.
6. Added in B.P.Ms.No.380, dt.20-5-1981.
7. Added in B.P.Ms.No.94, dt.13-2-1985.
8. Added in B.P.Ms.No.728, dt.23-6-1989.

e) Andhra Pradesh State Electricity Board Security Service:-		
[1] (f) Andhra Pradesh State Electricity Board Educational Service:-		
Class III:-		
Category-1	--	Head Master
Category-2	--	School Assistants
Category-3	--	Pandits (including Hind Pandits)
Category-4	--	a) Secondary Grade Teachers b) Physical Training Instructors c) Drawing Teachers
Category-5	--	Higher Grade Teachers.

(g) Andhra Pradesh State Electricity Board Medical Service:-		
[2]Class I:-		
Category-1	--	Civil Surgeon (Surgery)
[3]Class II:-		
Category-1	--	Asst. Civil Surgeons
Class III:-		
Category-1	--	Head Nurses
Category-2	--	Staff Nurses
Category-3	--	a) Radiographers b) Pharmacists
Category-4	--	a) X-Ray Technicians b) Laboratory Technicians
Category-5	--	a) Maternity Assistant/Mid-wives b) Dark Room Assistants.

[1]. Newly added in B.P.Ms.No.844, dt.11-8-1978.
[2]. Added in B.P.Ms.No.727, dt.25-8-1986.
[3]. New Reg. added in B.P.Ms.No.179, dt.10-3-1980.

2. METHOD OF RECRUITMENT:-

[1](i) The Board or any officer authorized by the Board may advertise and call for applications for posts to be filled up by direct recruitment in Class I, II and III of the services. The selection will be made by a Selection Committee constituted for this purpose by the Board or by any officer authorised by the Board. The selections may be on the results of interviews or written examination or both. The selection committee shall arrange the candidates in order of merit submit the same to the Board or to the appointing authority as the case may be for approval and all appointments shall be made from such approved list. The officer authorised will include appointing authority (vide Annexure II).

(ii) Selection for appointment by direct recruitment of class IV of Andhra Pradesh State Electricity Board General Service shall be made by the appointing authority concerned or in such manner as may be ordered by the Board from time to time.

[2]3.(A) The Board shall constitute the Departmental Promotion Committee to various categories of posts to be filled in by promotion. The appointing authority shall refer all cases involving promotion, to the Departmental Promotion Committee with relevant information. The Departmental Promotion Committee shall arrange the candidates in order of merit/seniority subject to fitness, as the case may be, and submit a list to the appointing authority for approval. The proceedings of the D.P.C. shall be recommendatory and shall be approved by the appointing authority. If any deviations from the recommendations of the D.P.C., are made, the appointing authority shall record in writing the reasons for such deviations. All appointments by promotion shall be made from such approved list.

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[1] . Reg.2(i) substituted in B.P.Ms.No.883, dt.31-12-1970.
[2] . Reg.3 is substituted in B.P.(P&G-Per) Ms.No.6, dt.6-4-1990.

3 (B) The following guidelines shall be followed by the DPC for evaluating the performance of the employee for promotion to the higher cadre.

(i) Allegations or complaints	Shall not be a bar for considering promotion.
(ii) Enquiry Officer is appointed[1] and a charge sheet has been framed and served on the concerned or show cause notice proposing the punishment is issued OR under suspension OR Disciplinary authority has recorded on file his decision that a Prima facie case exists.	Shall be considered for promotion in their due turn and included in the list of approved candidates at appropriate place after satisfying all other requirements. A note shall however be recorded against the entry in the list that the enlistment is subject to the result of the disciplinary case.
(iii) After finalization of the disciplinary proceedings indicated under sub-clause (ii) above, such cases shall be regulated as follows:	
(a) Exoneration or warning	Shall be promoted notionally with effect from the date of assumption of charge on promotion of his immediate junior in the list of approved candidates. His pay shall be regulated with reference to that junior without payment of arrears as per Regulation.
(b) Censure	[2]"Shall be promoted after six months from the date of awarding "Censure" or when the turn of his junior from the list of approved candidates comes up for promotion, after the date of awarding "censure" whichever is earlier".
(c) Any other punishment	Shall be deemed to have been deleted from the list of approved candidates of the original list. Shall be considered for promotion only in the subsequent list.

[1] . Added in B.P. (P&G-Per) Ms.No.181, dt.4-7-1992.
[2] . Substituted in B.P. (P&G-Per) Ms.No.8, dt.6-4-1991.

3. (C) The following guidelines shall be followed by the DPC for evaluating the performance of the employee for promotion to the higher cadre in respect of whom punishments were already awarded.	
(i) Censure	Shall be considered for promotion in their due turn and included in the list of approved candidates at appropriate place after satisfying all other requirements. Promotion orders shall however be issued effective only after 6 months from the date of awarding censure; or when his turn for promotion itself comes, whichever is later.
(ii) Stoppage of increments with or without cumulative effect.	Shall be considered for promotion in their due turn and included in the list of approved candidates at appropriate place after satisfying all other requirements, provided that the period of operation of punishment is due to expire during currency of the list of approved candidates. Promotion orders shall however be issued only after the period of punishment is over or when his turn for promotion itself comes whichever is later. Otherwise they shall not be eligible for inclusion in the current list of approved candidates and shall be considered in the subsequent list only.
[1](iii) "Major Punishments (other than dismissal, removal, compulsory retirements).	Shall be eligible for consideration for promotion only after 3 years from the date of awarding the punishment or after the period specified in the punishment is over, whichever is earlier".

[1]. Substituted in B.P.(P&G-Per) Ms.No.181, dt.4-7-1992.

[1]3 (D) Comments on the CRs/AARs containing adverse remarks shall be considered by the D.P.C. in each individual case after examining the circumstances under which they were made and a decision taken thereon as to the fitness or otherwise of the candidate for promotion.
[2]"Provided…..

4. Where any competitive examination is proposed to be conducted by the Board for the purpose of direct recruitment to any class of service shall:-

(i) announce in prominent dailies:-

(a) the qualifications required of the candidates for the examination;

(b) the conditions of the admission to the examination.

(c) the subjects schemes or syllabus of the examination;

(d) Centers for examination;

(e) Number of vacancies to be filled from among candidates for the examination. Provided that where the exact number of vacancies to be filled is not ascertainable, the Committee as directed by the Board may announce the approximate number of vacancies to be filled.

(f) the application fees prescribed for the examination.

(g) that the candidates for the posts in offices subordinate to the Chief Engineer may be required to mention the districts of preference and, as for as possible, they will be allotted to those districts.

(h) the candidates are not eligible for any traveling allowances for attending the examination.

(ii) Where recruitment is to be made by selection i.e., after interview only and where the number of qualified applicants is unduly large having regard to the actual number of vacancies available, the Committee may restrict the number of candidates to be called for interview to such extent as it may deem fit. This preliminary weeding may be done by the Committee either by holding a written test or on the basis of preferential or higher

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[1] . The existing Sub-Regulation 3 (C) (iv) is numbered as "3(D)" by B.P. (P&G-Per) Ms.No.85, dt.1-8-95 and a new proviso is added.

[2]. The Proviso is omitted by B.P. (P&G-Per) Ms.No.199, dt.30-10-95.

qualifications and experience and after taking into account the requirements with reference to the rule of special representation where it applies.

(iii) Make all arrangement for the actual conduct of the examination i.e., selection of Chief Examiners and Asst. Examiners, payment of remuneration to them for setting question papers and correcting them, selection of centres, Superintendents and invigilators to conduct the examinations at each centre and for tabulation of marks.

(iv) Arrange in order of merit the candidates selected by the committee on the results of examination.

(v) Select the required number of candidates so that there will be no need at any time to make emergency appointments for want of approved candidates, allocate the candidates to the several units in accordance with the anticipated number of vacancies, giving due regard to the higher qualification prescribed for the individual units or offices and also allowing a greater number of higher qualified and ranking candidates to the units needing them. Those who remain in the waiting list must be absorbed before the candidates from a fresh list are taken.

(vi) forward the list of approved candidates so arranged to the individual units after obtaining the approval of the Board.

Provided that where an interview is conducted as a part of the competitive examination for direct recruitment, the committee shall also take into account any distinctions that a candidate has attained in Sports, and in other extra curricular activities such as N.C.C etc., and also his general physique and in the case of a candidate who is already in service and has put in not less than six months service, his personal file.

When interviews are held in connection with direct recruitment to any post, the Selection Committee shall invite the Head of the Department concerned, if he be not already a member, to present or to depute his representative to be present at such interviews. The head of the department or his representative may take part in the deliberations of the committee but shall not be entitled to award marks or vote.

(vii) Allot candidates from the reserve list as and when the appointing authority addresses for allotment of candidates to any Unit.

[1]5. List of the selected candidates prepared by the committee under Regulation 2, 3 and 4 and approved by the Board or the appointing authority may be published in the "Vidyut Sakthi" published by the Andhra Pradesh State Electricity Board and also put in the Notice Board of the Board's office or of the office of the appointing authority in cases where the lists are drawn up in advance for the purpose of filling the vacancies which are expected to arise during the year or during any other definite period following the selection. The approved candidates also may be informed suitably at the appropriate time.

6. (a) Appointment to several classes of service specified in column-(1) of Annexure-I shall be made as specific in the corresponding entry in column (2) thereof.

(b) Direct recruitment shall be made to the permanent [as well as temporary] vacancies. Percentage of vacancies to be filled or reserved to be filled up by direct recruitment is as specified below:-

[3]"Provided that the percentage of vacancies to be filled or reserved to be filled by direct recruitment specified in the Table below shall apply only for determining the number of vacancies to be earmarked as such and not for determining the inter-se-seniority of the candidates appointed by direct recruitment. Their inter-se-seniority shall be determined in accordance with Regulation-26 of Andhra Pradesh State Electricity Board Service Regulations Part-II".

Sl.No.	Name of the post	Class and category of Service	% of vacancies to be filled up by direct recruitment
1	2	3	4
[1](a)	[4]Junior Personnel Officer	[2](a) APSEB P&G Service Class III Category 2	25% (Second & third of every eight successive vacancies).
(b)	[5]Senior Steno	[2](a) APSEB P&G Service Class III Category 3	25% (one out of every four successive vacancies).

1 . Substituted in B.P.Ms.No.883, dt.31-12-1970.
2. Secretariat service-revised as P&G service by B.P.Ms.No.637, dt.29-6-1984.
3. Added in B.P. (P&G-Per) Ms.No.598, dt.21-3-1994.
4. Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
5. U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

1	2	3	4
2.(i)	Asst. Divisional Engineers/El/ Mech/Civil/ Telecommun-ication	(b) APSEB Engg. Service	[1]20% out of vacancies arrived at shall be filled up by limited recruitment and the balance by promotion.

[2]**Note (1):-** "Out of five vacancies successively arising in the category of Assistant Divisional Engineers/Assistant Executive Engineers, the first vacancy shall be filled up by the candidates selected through the limited recruitment, the next three by promotion from the Assistant Engineers and 5th by promotion from the Additional Assistant Engineers and Draughtsman Grade-I".

Provided that the Addl.Asst.Engineers and Draughtsman Gr.I shall be integrated based on the total length of service put in by them as regular Addl.Asst.Engineers/Draughtsman Gr.I and eligible candidates from such integrated list shall be considered for promotion as Asst.Divisional Engineers/Asst.Executive Engineers against fifth vacancy reserved to be filled by the Addl.Asst.Engineers and Draughtsman Grade.I.

[3]Note(2):- Add.Asst.Engineers who acquire while in service the qualification of B.E/B.Tech/AMIE (India) shall be entitled to be reckoned as Asst. Engineers from the date of acquisition of the requisite qualification and count 50% of their regular service rendered as Addl.Asst.Engineer prior to the date of conversion as Asst.Engineer subject to a maximum limit of 4 (four) years, as if such service had been rendered in the post of Asst.Engineer for the purpose of fixation of seniority in the cadre of Asst.Engineers at the appropriate place based on the length of service and date arrived at on the principle set out above subject to the following conditions:-

1 . 37 1/2% revised to 20% by B.P.Ms.No.534, dt.21-7-1975 and against substituted in B.P. (P&G-Per) Ms.No.12, dt.8-4-93.

2 . Note(1) first substituted by B.P.Ms.No.7, dt.4-1-1979 and again substituted by B.P.Ms.No.440, dt.21-5-1986 and again substituted in B.P. (P&G-Per) Ms.No.12, dt.8-4-93 and again substituted in B.P. (P&G-Per) Ms.No.82, dt.17-5-93.

3. Note(2) first substituted in B.P.Ms.No.77, dt.4-2-1975 and again substituted by B.P.Ms.No.596, dt.6-6-1978.

(i) They should forego their seniority in the cadre of Addl.Asst.Engineers after fixation of seniority in the category of Asst.engineers as per the above principle.

(ii) They should give option for acceptance or otherwise for such absorption and fixing of the seniority as detailed above in the cadre of Asst.Engineers. If they do not agree for fixation of seniority as above, they shall remain as Addl.Asst.Engineers.

Sl.No.	Name of the post	Class and category of Service	% of vacancies to be filled up by direct recruitment
1	2	3	4
[1]3.	Draughtsman.III Grade	Branch VI Class III Category I	50% (out of every two successive vacancies)

Note(1):- Out of every 50% of vacancies to be filled up by promotion, the percentage of vacancies to be filled up by promotion of diploma holders and non-diploma holders shall be in the ration of 1:1 from Tracers posts.

Note(2):- Tracers possessing Diploma and five years of regular service as Tracer shall be eligible for promotion. Tracers who do not possess the diploma qualification shall be eligible for promotion after completion of 8 years of regular service.

Note(3):- For computing the total regular service of 5 years for promotion in the case of Tracers, who acquire diploma while in service, half of the pre-diploma service subject to a maximum of three years shall be taken into account, for considering their cases for promotion against the vacancies reserved for diploma holders.

Note(4):- In case, sufficient number of qualified candidates either diploma holders or non-diploma holders are not available for promotion in the prescribed ration, such of those left over vacancies shall be filled up with the available candidates.

[1] . Item (3) added by B.P.Ms.No.980, dt.1-12-1976 - renumbering existing items 3 to 5 as 4 to 6.

4	Accounts Officer	(c) A.P.S.E. Board Accounts Service Class II Category 1.	25 percent of the successive vacancies (the first and fourth vacancy out of every eight vacancies) shall be filled up by direct recruitment. The remaining posts shall be filled up by promotion of Asst.Accounts Officers and where suitable and qualified Asst.Accounts Officers are not available by transfer from other services of the Board or by availing the services of Govt. Servants on deputation.
5.	Junior Accounts Officer.	(d) A.P.S.E. Board Accounts Service Class III Category 1.	[1]i) 25% of the sanctioned posts. ii) Every 4th vacancy in a unit of 4 sanctioned posts should be filled up or reserved to be filled up by direct recruitment. iii)Periodical review shall be made every year to arrive at the number of vacancies reserved for direct recruitment against 25% of the sanctioned posts.
6.	Upper Division Clerks	(e) A.P.S.E. Board Accounts Service Class III Category3.[2]	25% (Fourth Vacancy) out of every 4 successive vacancies.

[1] . Substituted by T.O.O.(Addl.Secy.-Per) Ms.No.303, dt.27-01-2007.
[2] . Added from Admn. Service to Accounts Service by B.P.Ms.No.637, dt.29-6-1984.

[1](c) The rules made by Government from time to time for reservations of appointments for Scheduled Castes, Scheduled Tribes and Backward Classes and the lists notified by Government declaring the Scheduled Castes, Scheduled Tribes and Backward Classes shall be followed by the Board.

(d) The [3]Senior Stenos who opt to the clerical line, may be absorbed as [4]Junior Personnel Officers subject to satisfactorily rendering service for a period of six months in the category

(e) The seniority of the [3]Senior Stenos absorbed as [4]Junior Personnel Officers shall be fixed in the respective categories from the date of absorption in these categories.

(f) **Appointments in the Agency areas:-**In the case of appointments by direct recruitment in the Agency areas a person belonging to any of the aboriginal tribes referred to in Regulation 4(4) of Service Regulations Part II, shall be entitled to selection in preference to any person not belonging to any of the said tribes.

7. The appointment authorities of the categories and posts in each class of service specified in column 1 of Annexure II shall be the authorities specified in the corresponding entry in column 2 thereof.

8. Deleted (vide B.P.Ms.No.637, dt:29-06-1984) consequent on formation of P&G Services.

9.[2] (A) Promotion shall be made on grounds of merit cum seniority in respect of the following cadres.

I. Andhra Pradesh State Electricity Board Engineering Services:-

(i) ADEs for promotions as Des
(ii) DEs for promotion as SEs
(iii) SEs for promotion as CEs
(iv) Chemists for promotion as Senior Chemists
(v) Senior Chemists for promotion as Chief chemists

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[1] . Reg. 6(c), added by B.P.Ms.No.339, dt.27-8-1974 but deleted by B.P.Ms.No.100, dt.4-6-1991. Thus changed numbers i.e., 6(d) (e) (f) (g) restored back as (c) (d) (e) and (f).

[2] . Reg. 9 Provisio added in B.P.Ms.No.332, dt.3-5-1976. Again Reg. 9 substituted by B.P.Ms.No.971, dt.14-10-1988.

3. U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

4. Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

II. A.P.S.E. Board Personnel & General Services:-

[1](i) Assistant Personnel Officer/[3]Junior Personnel Officer/[4]Senior Stenos for promotion as POs/LWOs.
(ii) POs for promotion as [5]Assistant Secretaries.
[2](iii) Labour Welfare Officers for promotion as Senior Labour Welfare Officer.
(iv) [5]Assistant Secretaries for promotion as Dy.Secretary/ Manager (General Service)

III. Andhra Pradesh State Electricity Board Accounts Services:-

(i) AAOs for promotions as AOs.
(ii) AOs for promotion as SAOs.
(iii) SAOs for promotion as Dy.CCAs.
(iv) Dy.CCAs for promotion as FA & CCA.

Provided that in the case of members of the services belonging to SCs and STs, their claims shall be considered on the basis of seniority subject to fitness.

(B) (i) The following criteria shall be adopted for fixing the merit rating in respect of cadres referred to in Sub-Regulation (A)

(a) The total marks obtained in the latest 5 years AARs/Confidential Reports shall be added and divided by 5 to obtain the average marks.

(b) Based on the average marks so obtained, the grading shall be made as follows:

Out of turn	-	90% and above
In turn	-	Less than 90%
Unfit	-	Not to be considered.

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1. Added by B.P.Ms.No.105, dt.26-5-1992.
2. L.W.O. deleted from item ii; item iii is added. Existing item iii renumbered as iv by B.P.Ms.No.152, Dt.16-6-1992.
3. Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
4. U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
5. Deputy Manager is redesignated as Assistant Secretary in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

(c) The grade obtained based on the above criteria shall form the basis for fixing the ranking among the candidates considered suitable for promotion. The inter-se-ranking in each group shall be their inter-se-position/seniority in the existing cadre.

Provided that the "out of turn" grading shall be awarded only if two different reporting officers have written the latest 5 years confidential reports and also the each of these Reporting Officers have awarded one Outstanding/A Grade report.

[1]Provided, further, that the candidates selected for promotion under the grading of "Out of turn" shall not be assigned more than five ranks [3]and that the five ranks shall be assigned as indicated below:-

Marks 90 and above up to & inclusive 92	..	1 Rank
Marks above 92 up to & inclusive 94	..	2 Ranks
Marks above 94 up to & inclusive 96	..	3 Ranks
Marks above 96 up to & inclusive 98	..	4 Ranks
Marks above 98	..	5 Ranks.

[2]Where an employee has not put in 5 years of service in the category from which promotion is to be made and for purpose of considering his case for out of turn promotion if the average marks of the Annual Appraisal Reports/Confidential Reports earned by him in that category is 90% and above, the latest Annual Appraisal Reports/Confidential Reports in the lower category to make up the total period of 5 years shall also be taken into account. If the average marks of the five Annual Appraisal Reports/Confidential Reports earned is 90% and above, then only he shall be considered for out of turn promotion.

(ii) In respect of cadres belonging to A.P.S.E. Board Personnel and General Service and A.P.S.E. Board Accounts Service referred to in Sub-regulation (A) the Departmental Promotion Committee shall award marks as follows for each confidential report as recorded in the latest 5 years confidential reports.

Outstanding/out of turn	--	100 marks
Very good/Good	--	75 marks
Satisfactory/Average Fair	--	50 marks

1 . Added by B.P.(P&G-Per) Ms.No.191, dt.12-7-93.
2 . Added by B.P.(P&G-Per) Ms.No.559, dt.25-2-1994.
3. Added by B.P.(P&G-Per) Ms.No.130, 27-6-1994.

The total marks so awarded for the latest 5 years Confidential Reports shall be added and divided by 5 to obtain the average marks. Based on the average marks so obtained, they shall be identified and ranking fixed in the grades referred to above in this Regulation.

(C) In respect of other cadres, promotion shall be made on the basis of seniority only subject to fitness

10.(i) For purpose for recruitment, the units of recruitment in any service to the Andhra Pradesh State Electricity Board shall be as specified below:

Name of the class or category	Unit of operation
[1](a) All categories and Classes in A.P.S.E. Board Secretariat Service (deleted by B.P.Ms.No.637, dt:29-6-1984)	--
(b) All categories and Classes in A.P.S.E. Board Engineering Service excepting [2][category 2] under class-III in Branch (V) and "categories 1 and 2 of Class III of Branch VI.	State-wide
All categories in class I and II [3][and Accountants in class III] in A.P.S.E.Board Accounts Service	State-wide
All Categories in Class II and Category 1 in Class III of A.P.S.E. Board Administrative Service (deleted by B.P.Ms.No.637, dt: 29-6-1984)	--
[4]Class I, Class II and Categories 1 and 2 in Class III in A.P.S.E. Board Security Service.	State-wide

1. P&G Services formed by B.P.Ms.No.637, dt:29-6-1984 deleting Board Secretariat Service and Administrative Service of Unit of Head Quarters Chief Engineers wherever occurred.
2. Added by B.P.Ms.No.18, dt:17-1-1973, Category 2 is amended as Category I by B.P.Ms.No.283, dt:3-5-1974.
3. Deleted by B.P.Ms.No.392, dt:11-7-1973 with effect from 1-12-1972.
4. Added by B.P.Ms.No.264, dt:15-6-1971.

(c) All categories except category 1 in class III in A.P.S.E. Board [1][Accounts service]. 1. TL&SS Zone for all the employees in the Zone. 2. Office of CE/Civil for the employees in Civil Wing. 3. Office of CE/Telecom for the employees in Telecom Wing. 4. Office of FA&CCA designated for the employees in FA&CCA's office. (For Transco only: T.O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)	Each circle for the employee allotted to each circle, CCA office for the employees allotted to the office of the CCA. [2]The entire complex at VTPS Ibrahimpatnam consisting of CE/VTPS, SE/Testing, SE/CHP, SEs, O&M-I, O&M-II, O&M-III and SE/Civil. The office of the CE O&M Srisailam consisting of SE(O&M) Srisailam, SE(Civil) SE(C) Nagarjunasagar; SE(O&M) Nagarjunasagar and DE, Mini Hydel Project, Pochampadu. [3]"The CE/RTPP consisting of (a) SE/Civil-I (b) SE/Civil-II (c) SE/E&M-I (d) SE/E&M-II and (e) EE/Civil, Quality Control Division.
(d) Categories 1 and 2 in Class-III of A.P.S.E. Board General Service.	Each Circle
(e) [4]Category-2 under Class III in Branch V and [6]category 1 of class III of Branch VI of the A.P.S.E.Board Engineering Service.	Each circle for the employees allotted to each circle and Chief Engineer in charge of Establishment for the employees allotted to the office of the Chief Engineers
[5](f) Category 2 in Class-III of A.P.S.E.B. Engineering Service.	Circle/Project.

1. TL&SS Zone for all the employees in the Zone.
2. Office of CE/Civil for the employees in Civil Wing.
3. Office of CE/Telecom for the employees in Telecom Wing.

(For Transco only: T.O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)

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1. Brought to Accounts Service from Administration Service in B.P.Ms.No.637, dt:29.6.84.
2. Added by B.P.Ms.No.1128, dt:24.11.1989.
3. Added by B.P.(P&G-Per) Ms.No.224, dt.27-7-1993.
4. Added by B.P.Ms.No.402, dt.13-7-1973.
5. Added by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995 and the existing items (f), (g) and (h) renumbered as (g), (h) and (i) respectively.
6. In item (e), the words and figures "Categories 1 and 2" are substituted with Category-1 by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995

(g) All categories in Class IV in A.P.S.E. Board General Service 1. TL&SS Zone for all the employees in the Zone. 2. Office of CE/Civil for the employees in Civil Wing. 3. Office of CE/Telecom for the employees in Telecom Wing. 4. Corporate Office (V.S.) for employees for whom CGM (HRD&Trg.) is the appointing authority. (For Transco only: T.O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)	Head of each office. [1]Chief Engineer VTPS in respect of the employees working in the office of SE/Testing, SE/Coal Handling Plant, SE/O&M-I, SE/O&M-II, SE/O&M-III and SE/Civil/VTPS. [1]CE/O&M/Srisailam in respect of employees working the offices of SEs Civil, SE/O&M Srisailam, SE/Civil Nagarjunasagar, SE(O&M) Nagarjunasagar and DE/Mini Hydel/Project/Pochampadu. [4]"The CE/RTPP consisting of (a) SE/Civil-I (b) SE/Civil-II (c) SE/E&M-I (d) SE/E&M-II and (e) EE/Civil, Quality Control Division.
(h) [2]Category-3 in class-III and Class IV in A.P.S.E. Board Security Service.	SE/Station Superintendent.
[3] (i) Junior Accounts Officers in Class III of A.P.S.E. Board Accounts Service 1. TL&SS Zone for all the employees in the Zone. 2. Office of FA&CCA designated for the employees in FA&CCA's office. 3. Office of CE/Civil for the employees in Civil Wing. 4. Office of CE/Telecom for the employees in Telecom Wing. (For Transco only: T.O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)	A circle for the employees allotted to the circle. Office of the FA&CCA for the employees allotted to the office of the FA&CCA including the offices of Internal Audit Office, Regional Assistant Internal Audit Office and Chief Accountant (Internal Audit Inspection) at Mothugudem. Note: (1) The allotment of Junior Accounts Officer in Class III working under the Board to the different units will be on "as is where is" basis.

[1] . Added by B.P.Ms.No.1128, dt.24-11-1989.
[2] . Added by B.P.Ms.No.264, dt.15-6-1971.
[3] . 10(i) is added originally by B.P.Ms.No.392, dt.11-7-1973. But substituted by B.P.Ms.No.409, dt.22-5-1976.
4. Added by B.P. (P&G-Per) Ms.No.224, dt.27-7-1993.

	(2) All the circles in Lower Sileru Hydro Electric Scheme including Upper Sileru and Balimela contingents shall be treated as one circle i.e., unit of operation. (3) The whole complex at Kothagudem i.e., both operation and construction circles shall be treated as one circle for this purpose. (4) Office of the Financial Adviser and Chief Controller of Accounts may be considered as one unit (circle) and the vacancies in this unit may be filled up by promoting the qualified UDCs in Financial Adviser and Chief Controller of Accounts Office including the Offices of Internal Audit Office, Regional Asst. Internal Audit Office and Chief Accountant (Internal Audit Inspection) at Mothugudem. If Financial Advisor & Chief Controller of Accounts desires to have better and experienced candidates in his office he can have draft candidates temporarily from any other unit, in consultation with that unit. Such diversion will not however affect their seniority in the parent unit and they will be returned back to their parent unit after the expiry of the time for which the candidate is drafted. (5) [1]The whole complex at VTPS Ibrahimpatnam consisting of the offices of Chief Engineer/VTPS, SE/Testing, SE/CHP, SE/O&M-I, SE/O&M-II and SE/O&M-III and SE/Civil/VTPS. (6) [1]The offices of CE/O&M/Srisailam consisting of SE/Civil, SE/O&M/Srisailam, SE/Civil/ Nagarjunasagar and SE/O&M/Nagarjunasagar and DE/Mini Hydel Project, Pochampad. [2]“The CE/RTPP consisting of (a) SE/Civil-I (b) SE/Civil-II (c) SE/E&M-I (d) SE/E&M-II and (e) EE/Civil, Quality Control Division

[1] . Note 5& 6 added by B.P.Ms.No.1128, dt.24-10-1989.
[2] . Added by B.P. (P&G-Per) Ms.No.224, dt.27-7-1993.

Note:

(i) Separate Seniority lists will be maintained by the appointing authority for each unit of operation.

(ii) The lists maintained by the appointing authorities as prescribed in sub-rule (i) above, are for the purpose of seniority, discharge for want of vacancies, re-appointment of probationers, and approved probationers, appointment of full members and promotion to any other category or class of service.

(iii) The seniority of member of a service who is transferred on administrative grounds from one unit of operation to another unit shall be fixed in the latter unit with reference to the date of his first appointment in the former unit.

(iv) A member of a service, who is transferred at his own request from one unit to another, shall have his seniority fixed in the latter unit with reference to the date of his first appointment in that unit.

11. [1]In Personnel and General Service, approved probationers in the categories of Assistant, Assistant-Cum-Computer Operator or Telephone Operator shall be eligible for appointment as Typist and Junior Steno and Typist or Junior Steno as Assistant, Assistant-Cum-Computer Operator and Telephone Operator subject to possessing the requisite qualification for such appointment. Similarly in Accounts Service the approved Probationers in the category of L.D.C. shall be eligible for appointment as Typist or Steno-Typist and Typist or Steno-Typist as L.D.C. subject to possessing the requisite qualification for such appointment. In all such appointments, the service rendered in the former category shall count for the purpose of seniority in the later category.

12. **Deputation of members of one service to any other service:-**
A member of a service may, at any time, be deputed to discharge the duties of any suitable and equivalent post in any other service on a tenure basis, for a period not exceeding three years at a time, on such terms and conditions as the Board may, by a general or special order, specify. If the service rendered by such member during such period of deputation is satisfactory, the experience gained by him during such period shall be treated as an additional qualification for the purpose of promotion to the next higher category.

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[1] . Substituted by B.P. P&G-Per) Ms.No.399, dt.7-1-1995.

[1]13. **Typists and Steno-Typists appointment as full members:-** Typists and Steno-Typists in category 4 class III in Andhra Pradesh State Electricity Board Secretariat Service and in category 6 in class III in Andhra Pradesh State Electricity Board Administrative Service shall be appointed as full members of the service in the order in which they complete the period of probation or pass the Government Technical Examination in Typewriting by the Higher Grade whichever is later. Where two or more persons, who have completed the period of their probation pass such examination at the same time, they shall be appointed in the order in which they completed their period of probation.

14. No person shall be eligible for appointment to the post and by the method mentioned in Annexure III. [2][and Annexure VI] unless he possess the qualifications specified therein.

Note: Where the regulations required the possession of a University Degree or a Diploma, the degrees or diplomas granted by all Universities or Institutions recognized by the Central University Grants Commission shall be recognised and treated as equivalent qualification for purposes of recruitment to posts in Board's Service.

15. **Tests and Training:-** Persons appointed to the classes of service whether by direct recruitment or by promotion by transfer in the categories or posts specified in Co.(1) of Annexure IV shall pass the tests or undergo the training or acquire the qualifications specified in the corresponding entry in column (2) within the period stated or otherwise required by the corresponding entry in column (3) thereof.

16 (a) **Probation:-** Every person appointed to a category, other than category of Chief Engineer, shall, from the date on which he joins duty, be a on probation as follows:-

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1 . After formation of P&G Service by B.P.Ms.No.637, dt.29-6-1984, this regulation is not necessary.

2 . Added by B.P.Ms.No.637, dt.29-6-1984.

Classes I, II and III of All Services:-

(i) If he is a direct recruit:	For a total period of two years on duty within a continuous period of three years;
(ii) If he is a promotee and other cases	For a total period of one year on duty within a continuous period of two years.

Class IV of A.P.S.E. Board General Service:-

(i) If recruited direct:	For a total period of one year on duty within a continuous period of three years.
(ii) If appointed by promotion:	For a total period of one year on duty within a continuous period of two years.

Note:-(1) A probationer in the post of Assistant Divisional Engineer(Elecl.) in class II of Branch-I Electrical in Andhra Pradesh State Electricity Board Engineering Service shall be eligible to count for probation any period of service rendered by him as Asst. Divisional Engineer/Mechanical/Telecom in Class II Branch III and Branch IV respectively and vice-versa.

[1](2) A probationer in the post of Assistant Engineer(Elecl.) or AAE(Elecl.) shall be eligible to count for probation any period of service rendered by him as Asst.Engineer/Mechanical or Asst.Engineer/Telecom and vice-versa or as A.A.E(Mech.) or AAE(Civil) and vice-versa.

(3) The period of service rendered by probationary members of Class [2](I, II or III) in Andhra Pradesh State Electricity Board Engineering Service on deputation on foreign service terms and conditions under any State Government, or Government of India, or Local bodies or any body corporate owned or controlled by the State Government or Government of India, or Local bodies or any body corporate owned or controlled by

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1 . Redesignation of AE as ADE and JE as AE and Supervisor as AAE given by B.P.Ms.No.1235, dt.24-11-1978 and B.P.Ms.No.1357, dt.18-12-1978.
2. Amended in B.P.Ms.No.509, dt.7-7-1980.

the State Government or Government of India shall count for probation [1][in class I, II or III] respectively of Andhra Pradesh State Electricity Board Engineering Service, if, but for such deputation they would have rendered service in their respective categories.

(4) When a typist (including Steno-Typist) who has completed his probation is appointed as Lower Division Clerk or vice-versa no further probation will be necessary.

(5) A probationer in the category of Section Officers, Assistants, Lower Division Clerks and Typists and Steno-Typists when appointed as Personnel Assistant or Personal Clerks to Chairman shall count, towards probation in the category from which so appointed, such service as he would have rendered therein but for his appointment as personnel Assistant or Personal Clerk to the Chairman.

[2](6) The Notional date of promotion shall be taken into consideration for computing the qualifying length of service in the feeder category for promotion to the next higher category and the notional service being counted for the purpose of commencement and declaration of probation notionally in the feeder category.

17. **Posting and Transfers:-** A member of class of service may be required to serve in any post borne on the cadre of such class of service and in any place of duty as the exigencies of the administration require.

All transfers and postings shall be made by the appointing authority or such other authority to whom powers have been delegated in this regard by the appointing authority.

Provided that any authority to whom the appointing authority is administratively subordinate will in respect of any post within the jurisdiction of the appointing authority also be competent to effect transfers and posting to a post within the jurisdiction aforesaid.

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[1] . Amended in B.P.Ms.No.509, dt.7-7-1980.
[2] . Added in B.P. (P&G-Per) Ms.No.248, dt.11-8-93.

Postings and transfers of members of the class of service specified in column (1) of Annexure V shall be made by the authority specified in the corresponding entry in column (2) thereof.

18. Securities:-

(a) When a holder of a post is required to deposit security for the due and faithful performance of his duties appointment to the post shall be made only after the required security is deposited.

(b) When an employee who has furnished security takes leave other than casual leave or is deputed to other duty the person who is appointed to officiate for him shall be required to furnish the full amount of the security prescribed for the post.

(c) Lower Division Clerks and Upper Division Clerks when appointed to posts the holders of which have to deal with cash shall deposit such security as may be prescribed by the Chief Engineer.

[1]19 (i) Preference in recruitment to class III [2][and class IV] posts for which direct recruitment is permissible shall be given only to one son or one daughter or spouse of the employee in cases where the employee died or was permanently disabled while in service.

(ii) The candidates to be so recruited should be suitable and should possess the minimum educational qualification prescribed for the post.

(iii) Such candidates need not come through Employment Exchange.

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1 . Added above Branch-I by B.P.Ms.No.518, Personal Services dt.27-5-1989.
2 . Merit rating added in B.P.Ms.No.713, dt.30-9-85, deleted by B.P.Ms.No.971, dt.14-10-1988.

ANNEXURE – I

[Referred to in Regulation 6(a)]

Class, Category and Service (1)	Method of Recruitment (2)
(b) A.P.S.E.Board Engineering Service:	
[1]Executive Director	(i) By promotion from the category of Chief Engineer. (ii) He should possess a total minimum service of 5 years in the category of SE and CE together. (iii) 2 years minimum service as CE with outstanding merit in his area of specialisation.
Branch I - Electrical	
Class I.	
Category 1	
Chief Engineer	By promotion from Superintending Engineers in Category 2 of Class I in Branch I (Elecl); or for special reasons by direct recruitment.
Category 2	
Superintending Engineers	Promotion from Divisional Engineers/ Executive Engineers special Grade. [2]Provided that if suitable Divisional Engineers or Executive Engineers special grade are not available, promotion shall be made from Divisional Engineers or Executive Engineers, ordinary grade.

1. Added above Branch-I by B.P.Ms.No.518, Personal Services, dt.27-5-1989.
2. Merit rating added in B.P.Ms.No.713, dt.30-9-85, deleted by B.P.Ms.No.971, dt.14-10-88.

Class, Category and Service (1)	Method of Recruitment (2)
Category 3	
Divisional Engineers/ Executive Engineers special Grade.	Promotion from Divisional Engineers/Executive Engineers ordinary grade.
Category 4	
Divisional Engineers/ Executive Engineers ordinary Grade.	Promotion from [1][Asst. Divisional Engineers].
Class II.	
Category 1	
[1][Asst. Divisional Engineers]	(i) [5]Limited recruitment (ii) By promotion from among the full members or approved probationers in the category of; (a) [2]Asst. Engineers and [3]Addl. Asst. Engineers and (b) Draughtsman I Grade.
Category 2	
[4]Asst. Engineers.	(i) Direct recruitment. (ii) [6]By transfer from Graduate Sub-Engineers with minimum of four years service in the category of Sub-Engineer or four years service in all in the category of Sub-Engineer, Asst. Supervisor, Sub-Overseer, Lineman, Tester etc., subject to the following conditions. (1) Such recruitment, from among graduate Sub-Engineers shall be limited to 10% of the vacancies at the time of each recruitment. (2) They are not entitled for any service weightage. (3) They have to take the lowest rank as on the date of appointment below the junior most Asst. Engineer/Trainees as on that date.

1 . A.E. – redesignated as ADE by B.P.Ms.No.1235, dt.24-11-1978.
2 . J.E. – redesignated as AE by B.P.Ms.No.1235, dt.24-11-1978.
3 . Supervisor – redesignated as AAE by B.P.Ms.No.1357, dt.18-12-1978.
4 . Added as Category 2 by B.P.Ms.No.416, dt.26-5-1976.
5. Substituted by B.P. (P&G-Per) Ms.No.82, dt.17-5-1993.
6. Note added by B.P.Ms.No.1347, dt.28-12-1989 and again substituted as (ii) in place of existing note by B.P. (P&G-Per) Ms.No.354, dt.12-12-1994.

Class, Category and Service (1)	Method of Recruitment (2)
[1]**"Others"**	
Branch-I Electrical	
Class III	
Category 1	
[5]Additional Assistant Engineer	By appointment from the following categories of Board's Employees.
	(i) Draughtsmen, Tracers, [2]Sub-Engineers having L.E.E. Diploma qualification and a minimum continuous service of [3/6]five years after acquiring the L.E.E. Diploma qualification in any post under the Board. (ii) Employees working in O&M Establishment and Construction staff establishment having L.E.E. diploma qualification and who have put in a minimum continuous service of [3/6]five years after acquiring the L.E.E. diploma qualification in any post under the Board excluding as Nominal Muster Roll Worker. **Note:** For the computation of [3/6]five years of service half the continuous service other than the service as nominal muster roll worker rendered prior to acquisition of L.E.E. diploma qualification subject to a maximum of four years shall be taken into account for all categories.
[4](b) Additional Assistant Engineer (Thermal Cadre) *Omitted*	

1. First substituted by B.P.Ms.No.421, dt.27-4-1978 and again substituted by B.P.Ms.No.300, dt.31-3-1986.
2. Substituted in place of the words "Sub-Overseers, Asst. Supervisors' vide B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
3. Substituted for ten by B.P. (P&G-Per) Ms.No.106, dt.19-8-1995.
4. Omitted by B.P. (P&G-Per) Ms.No.214, dt.20-11-1995.
5. For the words "(a) Addl. Asst. Engineer (General Cadre)" the words "Addl. Asst. Engineer" substituted by B.P.(P&G-Per) Ms.No.214, dt.20-11-1995.
6. Substituted for eight by T.O.O. (Addl.Secy.-Per) Ms.No.173, dt.15-10-2008.

Class, Category and Service (1)	Method of Recruitment (2)
Branch II – Civil	
Class I	
Category 1	
Chief Engineer	By promotion from Superintending Engineers in category 2 of class I in Branch II – (Civil) or for special reasons recruitment by transfer or on deputation or by direct recruitment.
Category 2	
Superintending Engineers	Promotion from Divisional Engineers Executive Engineers Special Grade. [1]Provided that if suitable Divisional Engineers or Executive Engineers Special Grade are not available, promotion shall be made from Divisional Engineers or Executive Engineers ordinary Grade.

[1] . Merit rating added inB.P.Ms.No.713, dt.30-9-85, deleted by B.P.Ms.No.971, dt.14-10-88.

(1)	(2)
Category 3	
Executive Engineers including Deputy Chief Engineers.	[1]Promotion from Asst. Divisional Engineer.
Class II	
Category 1	
[1]Assistant Divisional Engineer	(i) [7]By Limited recruitment. (ii) By promotion from among the full members or approved probationers in the categories of [2](a) Assistant Engineers and [3]Addl. Assistant Engineers. (b) Draughtsman Grade-I
[4]Category 2	
Chief Head Draughtsman.	By transfer from the category of Head Draughtsman or Draughtsman I Grade.
[5]Category 3	
Assistant Engineers.	(a) Direct Recruitment (b) [6]By transfer from Graduate Sub-Engineers with minimum of four years service in the category of Sub-Engineer or four years service in all in the category of Sub-Engineer, Asst. Supervisor, Sub-Overseer, Lineman, Tester etc., subject to the following conditions. 1) Such recruitment, from among graduate Sub-Engineers shall be limited to 10% of the vacancies at the time of each recruitment. 2) They are not entitled for any service weightage. 3) They have to take the lowest rank as on the date of appointment below the junior most Asst. Engineer/Trainees as on that date.

1 . A.E. is redesignated as A.D.E. by B.P.Ms.No.1235, dt.24-11-1978.
2 . J.E. is redesignated as A.E. by B.P.Ms.No.1235, dt.24-11-1978.
3 . Supervisor is redesignated as AAE by B.P.Ms.No.1357, dt.18-12-1978.
4 . Added as category 2 by B.P.Ms.No.564, dt.23-9-1971.
5 . Added as category 3 by B.P.Ms.No.416, dt.26-5-1976.
6 . Note added by B.P.Ms.No.1347, dt.28-12-1989 and again substituted as (ii) in place of existing note by B.P. (P&G-Per) Ms.No.354, dt.12-12-1994.
7. Substituted by B.P. (P&G-Per) Ms.No.82, dt.17-5-1993.

(1)	(2)
Others	
Class III	
[1]**Category 1 - Deleted**	
Junior Engineers Deleted.	[2]By appointment from the following categories of Board's Employees;
Category 1	
[3]Additional Assistant Engineer.	(i) Draughtsmen, Tracers having L.C.E. Diploma qualification a minimum continuous service of [4/5]five years after acquiring the L.C.E. diploma qualification in any post under the Board. (ii) Employees working in O&M Estt. and Construction staff Estt. having L.C.E. Diploma qualification and have put in a minimum continuous service of [4/5]five years after acquiring the L.C.E. Diploma qualification in any post under the Board excluding the service if any rendered as Nominal Muster Roll Workers.
Note: For the computation of [4/5]five years of service, half the continuous service, other than the service as Nominal Muster Roll Workers rendered prior to acquisition of L.C.E. Diploma qualification subject to a maximum of four years shall be taken into account for all categories.	

1. Deleted by B.P.Ms.No.416, dt.26-5-1976.
2. Substituted by B.P.Ms.No.421, dt.27-4-1978.
3. Supervisor is redesignated as A.A.E. by B.P.Ms.No.1357, dt.18-12-1978.
4. Substituted for ten by B.P. (P&G-Per) Ms.No.106, dt.19-8-1995.
5. Substituted for eight by T.O.O. (Addl.Secy.-Per) Ms.No.173, dt.15-10-2008.

(1)	(2)
Branch III – Mechanical	
Class I	
[1]**Category 1**	
Chief Engineer	By Promotion from S.Es. in category II of class I in Branch III – Mechanical or for special reasons by direct recruitment.
[2]**Category 2**	
Superintending Engineer	Promotion from Divisional Engineer (Mechanical)
Category 3	
Divisional Engineers/ Executive Engineers.	[3]Promotion from Assistant Divisional Engineers.
Class II[3]	
Category 1	
Assistant Divisional Engineer	(i) [6]Limited recruitment. (ii) By promotion from among the full members or approved probationers in categories of a) [4]Asst. Engineers and [5]AAEs. b) Draughtsman Grade I.

1 . Added by B.P.Ms.No.435, dt.19-4-1984 – renumbering SE (Mech) as category 2.
2 . Added by B.P.Ms.No.369, dt.7-6-1974 – renumbering DEs (Mech) as category 3.
3 . A.E. redesignated as ADE by B.P.Ms.No.1235, dt.24-11-1978.
4 . JE redesignated as AE by B.P.Ms.No.1235, dt.24-11-1978.
5 . Supervisor redesignated as AAE by B.P.Ms.No.1357, dt.18-12-1978.
6. Substituted by B.P. (P&G-Per) Ms.No.82, dt.17-5-1993.

(1)	(2)
Category 2	
[1]Assistant Engineers.	(i) Direct recruitment. (ii) [2]By transfer from Graduate Sub-Engineers with minimum of four years service in the category of Sub-Engineer or four years service in all in the category of Sub-Engineer, Asst. Supervisor, Sub-Overseer, Lineman, Tester etc., subject to the following conditions. 1) Such recruitment, from among graduate Sub-Engineers shall be limited to 10% of the vacancies at the time of each recruitment. 2) They are not entitled for any service weightage. (3) They have to take the lowest rank as on the date of appointment below the junior most Asst. Engineer/Trainees as on that date.
Others	
Class III	
Category I - [3]Deleted	[4]By appointment from the following categories of Board's employees.
Category 1	
Additional Assistant Engineer.	
	(i) Draughtsman, Tracer having LME qualification and minimum continuous service of [5/6]five years after acquiring the LME Diploma qualification in any post under the Board. (ii) Employees working in O&M Estt. and construction Staff Estt. having L.M.E. Diploma Qualification and who have put in a minimum continuous service of [5/6]five years after acquiring the L.M.E. Diploma qualification in any post under the Board excluding the service if any rendered as Nominal Muster Roll Workers.
Note: For the computation of [5/6]five years of service, half the continuous service other than the service as Nominal Muster Roll Worker rendered prior to acquisition of L.M.E. Diploma Qualification subject to a maximum of four years shall be taken into account for all categories.	

1 . Category 2 added by B.P.Ms.No.416, dt.26-5-1976.
2 . Note added by B.P.Ms.No.1347, dt.28-12-1989 and again substituted as (ii) in place of existing note by B.P. (P&G-Per) Ms.No.354, dt.12-12-1994.
3 . Deleted by B.P.Ms.No.416, dt.26-5-1976 and category 1 substituted to category 2 "Supervisors".
4 . Substituted by B.P.Ms.No.421, dt.27-4-1978.
5 . Substituted for ten by B.P. (P&G-Per) Ms.No.106, dt.19-8-1995
6. Substituted for eight by T.O.O. (Addl.Secy.-Per) Ms.No.173, dt.15-10-2008.

(1)	(2)
Branch IV - Telecommunications	
Class I	
[1]Category-1	
Chief Engineer	By promotion from Superintending Engineer in “Cat.2 of class 1 in Branch IV or for special reasons by direct recruitment.
[1]Category-2*	
Superintending Engineer	By promotion from Divisional Engineer/ Executive Engineer in Category 3 of class 1 in Branch IV (7).
[1]Category 3*	
Divisional Engineer/ Executive Engineer.	By promotion from the Asst. Divisional Engineer in class II, Category 1 in Branch IV.
Class II	
[2]Category 1	
Assistants Divisional Engineers (Telecommunication)	(1) [5]Limited recruitment. (2) By promotion from among the full members or approved probationers in the category of Assistant Engineers.
[3]Category 2	
Assistant Engineers	(i) By Direct Recruitment;
	(ii) [4]By transfer from Graduate Sub-Engineers with minimum of four years service in the category of Sub-Engineer or four years service in all in the category of Sub-Engineer, Asst. Supervisor, Sub-Overseer, Lineman, Tester etc., subject to the following conditions.

1 . Substituted by B.P.Ms.No.16, dt.9-1-1990.
* Category 2 & 3 earlier added as Category 1 & 2 by B.P.Ms.No.123, dt.24-2-1981.
2 . Category 1 numbered by B.P.Ms.No.416, dt.26-5-1976.
3 . Category 2 added by B.P.Ms.No.416, dt.26-5-1976.
4 . Note added by B.P.Ms.No.1347, dt.28-12-1989 and again substituted as (ii) in place of existing note by B.P. (P&G-Per) Ms.No.354, dt.12-12-1994.
5. Substituted by B.P. (P&G-Per) Ms.No.82, dt.17-5-1993.

(1)	(2)
	1) Such recruitment, from among graduate Sub-Engineers shall be limited to 10% of the vacancies at the time of each recruitment. 2) They are not entitled for any service weightage. 3) They have to take the lowest rank as on the date of appointment below the junior most Asst. Engineer/Trainees as on that date.
Others	
Class III J.Es. [1]deleted	
[2]**Category I**	
Addl. Assistant Engineers.	By appointment from the following categories of Board's Employees. (i) Draughtsmen, Tracers, [3]Sub-Engineers having L.R.E. (Licentiate in Radio Engg.) or LECE (Licentiate in Electronics and Communication Engg.) Qualification and a minimum continuous service of [4/5]five years after acquiring the LRE or LECE qualification in any post under the Board. (ii) Employees working in O&M Estt. and const. Staff Estt. having LRE or LECE qualification and who have put in a minimum continuous service of [4/5]five years after acquiring the LRE or LECE qualification in any post under the Board excluding the service if any rendered as N.M.R. Worker.

Note: Computation of [4/5]five years of service, half the continuous service other than the service as N.M.R. Worker rendered prior to acquisition of LRE or LECE Diploma qualification subject to a maximum of four years shall be taken into account for all categories.

1. Deleted by B.P.Ms.No.416, dt.26-5-1976.
2. Incorporated by B.P.Ms.No.595, dt.20-7-1981.
3. Sub-Engineer is substituted in place of the words "Sub-Overseers, Asst. Supervisors' vide B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
4. Substituted for ten by B.P. (P&G-Per) Ms.No.106, dt.19-8-1995.
5. Substituted for eight by T.O.O. (Addl.Secy.-Per) Ms.No.173, dt.15-10-2008.

(1)	(2)
Branch V - Chemists	
Class II	
Category 1	
[1]Chief Chemist	Direct recruitment, or by promotion from the post of [2]Senior Chemist.
Category 2	
Senior Chemists	Direct recruitment, or by promotion from among the [3]approved probationers in the category of [4]Chemists.
Others	
Class III	
[5]Category 1	
Chemists	1. By direct recruitment or 2. Appointment from any other service for special reasons.

1. Sr.Chemist – redesignated as Chief Chemist by B.P.Ms.No.157, dt.9-3-1981.
2. Chemist – redesignated as “Senior Chemist” by B.P.Ms.No.157, dt.9-3-1981.
3. ‘the words full members of’ deleted by B.P.Ms.No.678, dt.11-8-1983.
4. “Assistant Chemist” is redesignated as Chemist by B.P.Ms.No.157, dt.9-3-1981.
5. Category 1 Jr.Chemist under ‘OTHERS’ deleted by B.P.Ms.No.324, dt.13-6-1973.
   Category 2 Asst. Chemists made as category 1 by B.P.Ms.No.324, dt.13-6-1973.
   Asst. Chemist is redesignated as “Chemist” by B.P.Ms.No.157, dt.9-3-1981.

(1)	(2)
Branch VI - Draughtsman:-	
Class III	
Category 1	
Draughtsman I Grade.	(i) Promotion from Draughtsman II Grade of (ii) Direct recruitment, if no suitable candidates are available for promotion from Draughtsman II Grade.
Draughtsman II Grade.	(i) Promotion from Draughtsman III Grade or (ii) Direct recruitment or appointment from any other service if no suitable candidates are available for promotion from Draughtsman III Grade.
Others	
Class III	
Category I	
Draughtsman III Grade.	(i) Direct recruitment or (ii) Appointment from any other service for special reasons. (iii) [1]By transfer from a) Sub-Engineers, b) Tracers, c) LDCs, d) Bill Collectors, e) Record Assistants, f) [3]Office Subordinates, g) [2]Blue Print Operators, h) O&M Staff, i) Construction Staff, j) NMR, k) Contingent Staff and any other equivalent categories.
	Note: Contingent staff may be considered only in case NMR are not available. The posts may be filled up by observing seniority only other things being equal.

1. Item iii added by B.P.;Ms.No.905, dt.28-8-1978.
2. Amalgamated Blue Printers and Asst.Blue Printers are as Blue Print Operators in B.P.(P&G-Per) Ms.No.129, dt.27-6-1994.
3. "Attender" is redesignated as "Office Subordinate" in T.O.O. (Addl.Secy.-Per) Ms.No.237, dt.10-11-2006.

(1)	(2)
Category 2	
[1]Sub-Engineer, Electrical/Mechanical/Civil/ Telecommunication.	i) Direct recruitment ii)[2] (a) In-service employees working in any service such as Accounts Service, P&G Service, O&M Service etc., are eligible for appointment by transfer to the post of Sub-Engineer. (b) The incumbent must be an approved probationer in any one of the cadres in any service for appointment by transfer to the post of Sub-Engineer. (c) The incumbent should have a minimum of two years experience after acquiring Diploma Qualification. [3]**Note:**
Category 3	
Tracers	(i) Direct recruitment, or (ii) Appointment from any other service for special reasons. [4](iii) By transfer from a) Bill Collectors, b) Record Assistants, c) [5]Office Subordinate, d) [6]Blue Print Operators, e) O&M Staff, f) Construction Staff, g) N.M.R., h) Contingent Staff and any other equivalent categories.
	Note: Contingent staff may be considered only in case NMR are not available. The posts may be filled up by observing seniority only other things being equal.

1 . Substituted by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
2. Substituted vide T.O.O. (Addl.Secy.-Per) Ms.No.19, dt.15-04-2010.
3. Deleted by B.P. (P&G-Per) Ms.No.208, **dt.30-12-1996.**
4. Item iii added by B.P.Ms.No.905, dt.28-8-1978.
5. “Attender” is redesignated as “Office Subordinate” in T.O.O. (Addl.Secy.Per) Ms.No.237, dt.10-11-06.
6. Amalgamated Blue Printers and Asst.Blue Printers as Blue Print Operators in B.P. (P&G-Per) Ms.No.129, dt.27-6-1994.

(1)	(2)
[4]**Category 4** Sub-Overseer	
Branch VII – Transport Overseers.	
Class III	
Category I	
Transport Overseer I Grade	(i) Promotion from Transport Overseer II Grade, or (ii) Direct recruitment, if no suitable candidates are available for promotion from Transport Overseers II Grade.
Others	
Class III	
Category 2	
Transport Overseers II Grade.	(i) Director recruitment, or
	(ii) Appointment from any other service for special reasons.
Note: 1) In the case of the posts included in the Class III, appointment may also be made by promotions to any category or grade from any other category or grade of which the scale of pay or the maximum pay is lower or by transfer from any other category or class of identical scale of pay. **2)** Appointment to the posts in Branch VII Transport Overseers shall be made with the prior approval of the Chief Engineer for Electricity.	
[1]**Branch VIII - Blue Print Operators.**	
Class III	
Category I	
[2]Blue Print Operators.	(i) [3]By direct recruitment (ii) By transfer from a) O&M Staff, b) Construction Staff, c) N.M.R., d) Contingent Staff and any other equivalent categories.
Note: Contingent staff may be considered only in case N.M.R. are not available. The posts may be filled up by observing seniority only, other things being equal.	

1 . Newly added by B.P.Ms.No.543, dt.2-7-1970 and Memo.No.78757/A2/68-9, dt.2-7-1970.
2 . Amalgamated Blue Printers and Asst. Blue Printers are as Blue Print Operators in B.P.(P&G-Per) Ms.No.129, dt.27-6-1994.
3 . Original provisions deleted by B.P.Ms.No.905, dt.28-8-1978 and revised provisions added in B.P.Ms.No.905, dt.28-8-1978.
4. Omitted by B.P. (P&G-Per) Ms.No.102, dt.11-8-95.

(c) ANDHRA PRADESH STATE ELECTRICITY BOARD ACCOUNTS SERVICE

(1)	(2)
Class I	
[1]**Category 1**	
Executive Director (Accounts)	(i) By promotion from the category of FA&CCA. (ii) He should possess a total minimum service of 5 years in the category of Dy.CA and FA&CCA put together. (iii) 2 years minimum service as FA&CCA with outstanding merit.
Category-2	
Financial Adviser & Chief Controller of Accounts.	[2]By promotion from the posts of Dy.Chief Controller of Accounts in the category-2 or Direct recruitment or by deputation if no suitable candidate for promotion is available.
[3]**Category-3**	
Dy.Chief Controller of Accounts.	(i) By direct recruitment; or (ii) By promotion from Senior Accounts Officers.
Category-4	
[4]Senior Accounts Officer.	By promotion from Stores Accounts Officer in Category 4 from Accounts Officers in category-1 of Class-II.
Category-5	
Stores Accounts Officer.	By promotion from Accounts Officers in category-1 of Class-II.

1 . Category 1 Added by B.P. (P&G-Per) Ms.No.470, dt.18-12-1993 and the existing categories 1 to 4 under Class I renumbered as Categories 2 to 5.
2 . Substituted by B.P.Ms.No.137, dt.25-3-1985.
3 . Category 2 added by B.P.Ms.No.137, dt.25-2-1985 - and existing category 2 renumbered as category 3.
4 . Senior Chief Accountant - redesignated as “Senior Accounts Officer” by B.P.Ms.No.4, dt.3-1-1979.

(1)	(2)
Class-II	
Category-1	
[1]Accounts Officer	(i) Promotion from [2]Assistant Account Officer; or (ii) Direct Recruitment; or (iii) Recruitment by appointment from any class-I or class-II of any service; or (iv) Recruitment on deputation basis, from among the staff of the Indian Audit and Accounts, Railways Accounts, Postal Accounts or Military Accounts departments, or from among the staff of any large Industrial or Public Utility Undertaking.
Note: 25% of the vacancies in the category of Accounts Officers whether substantive or temporary shall be filled or reserved to be filled by direct recruitment.	
Class II	
Category-2	
Assistant Accounts Officer.	[3]Recruitment by promotion from the Junior Accounts Officers. [4][from among the Assistant Chief Accountants and Accountants in Categories 1 and 2 class III] [5]Deleted.
Class III [6]**Category 1** Asst. Chief Accountants	

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[1]. Chief Accountant – redesignated as "Accounts Officer" by B.P.Ms.No.4, dt.3-1-79.

[2]. Dy.Chief Accountant – redesignated as Asst.Accounts Officer by B.P.Ms.No.4, dt.3-1-1979.

[3]. Substituted by B.P.Ms.No.159, dt.18-4-1973.

[4]. Deleted by B.P.(P&G-Per)Ms.No.99, dt.11-8-95 and "Accountant" wherever occurs, the words "Junior Accounts Officer" shall be substituted.

[5]. "and by transfer from among the Superintendents in APSE Board Administrative Service and Note there under" deleted by B.P.Ms.No.558, dt.7-6-1986.

[6]. Deleted by B.P.(P&G-Per)Ms.No.99, dt.11-8-95.

Class III	
[1]**Category 1**	
[2]Junior Accounts Officer.	[3](i) (a) 25% of the sanctioned posts. (b) Every 4th vacancy in a unit of 4 sanctioned posts should be filled up or reserved to be filled up by direct recruitment. (c) Periodical review shall be made every year to arrive at the number of vacancies reserved for direct recruitment against 25% of the sanctioned posts. (ii) By promotion of the UDCs and UD stenos in the APSEB Accounts Service.
[4]**Category 2**	
U.D.Cs.	***(i) By direct recruitment:*** The first vacancy out of every 4 successive vacancies. ***(ii) By transfer:*** By transfer of approved probationers in the category of UDCs in the Accounts Service from any office of Board to the office of FA&CCA and vice-versa in the second vacancy out of every four successive vacancies. (iii) By promotion of approved probationers in the category of LDC/ [5][LDC-Cum-Typist-Cum-Computer Operator] Typists and Steno-Typists in the APSE Board Accounts Service in the third and fourth vacancies out of every four successive vacancies.

1 . Renumbered as Category 1 by B.P.(P&G-Per)Ms.No.99, dt.11-8-95.
2 . The word "Accountant" wherever occurs, the words "Junior Accounts Officer" shall be substituted - by B.P.(P&G-Per)Ms.No.99, dt.11-8-95.
3 . Substituted by T.O.O. (Addl.Secy.-Per) Ms.No.303, dt.27-01-2007.
4 . Substituted by B.P. (P&G-Per) Ms.No.174, dt.18-7-1990. Earlier – categories of UDC, UD Steno; LDC & Typists and Steno-Typists were brought under Accounts Service from Administrative Service – by B.P.Ms.No.637, dt.29-6-1984.
5 . Deleted by B.P.(P&G-Per) Ms.No.235, dt.3-8-93.

[1]**Note:** Consequent on deletion, the category of Sub-Inspector of Bill Collector redesignated as Sub-Inspector of Revenue Cashier shall be integrated with UDCs. The UDC posted for discharging the function of inspection of revenue collections, shall be designated as UDC (Inspection of Revenue Collection). Likewise depending upon the type of job, the UDC has to perform that particular work designation of the job shall be indicated in the brackets after UDC. The seniority of the Sub-Inspector of Revenue Cashiers on integration with UDCs shall be fixed in the category of UDC taking into account the date on which they were redesignated as Sub-Inspector of Revenue Cashiers and given the scale of pay equal to the ay scales applicable to the post of UDC. Provided that the non-graduate Revenue Cashiers shall be considered for promotion as UDCs to the extent of 10% vacancies from the integrated list of LDCs and Revenue Cashiers. In a Roster of 100 points of UDCs of 10th, 20th, 30th, 40th, 50th, 60th, 70th, 80th, 90th and 100th point shall be reserved and shall be filled in by a non-graduate Revenue Cashiers from the integrated seniority list of LDCs and Revenue Cashiers who may figure in the panel and who is found to be suitable for promotion to the post of UDC. If such a candidate is not available, such a vacancy shall be filled in by a suitable and eligible candidates from the integrated list of LDCs and Revenue Cashiers.

[1] . To the existing note-added note 2 by B.P.Ms.No.99, dt.29-1-1988. However, only one note is substituted by B.P. (P&G-Per) Ms.No.174, dt.18-7-1990.

(1)	(2)
[1]**Category 3**	
UD Steno	By direct recruitment or by promotion from approved probationers in the category of Typists and Steno-Typists.
[2]**Category 4**	
[8]LD Clerk	(i) By direct recruitment; or [3](ii) By conversion of approved probationers in the category of Typists and Steno-Typists in the same class of service; or [4](iii) By transfer from (a) Bill Collectors, (b) Record Assistants, (c) O&M Staff, (d) Construction Staff, (e) [9]Office Subordinates, (f) N.M.R.. (g) Contingent Staff, [7](h) Security Head Guards (i) Security Guards and any other equivalent categories.
Note: 1 Contingent Staff may be considered only in case N.M.R. are not available. The post may be filled up by observing seniority only, other things being equal. [5]**Note: 2** Consequent on deletion category of Bill Collectors redesignated as Revenue Cashiers shall be integrated with the LDCs. The LDC posted for discharging the function of Revenue Collection shall be designated as LDC (Revenue Collection). Likewise, depending upon the job, the LDC has to perform that particular work, designation of the job shall be indicated in the brackets after LDCs. The seniority of the Revenue Cashiers on integration with LDCs, shall be fixed in the category of LDCs taking into account the date on which they were redesignated as Revenue Cashiers and given the scale of pay equal to the pay scale applicable to the post of LDC. In lieu of the security deposit, fidelity insurance bond shall be obtained. [6]**Note 3:**	

1 . Substituted by B.P.Ms.No.174, dt.18-7-1990. Earlier introduced in Accounts Branch by B.P.Ms.No.637, dt.29-6-1984.

2 . (i) Existing Clause "for special reasons…. In the offices of the CEs – deleted by B.P.Ms.No.843, dt.11-8-1978.
(ii) Existing classification LDCs in the offices other than Headquarters offices of CEs – deleted by B.P.Ms.No.843, dt.11-8-1978.

3 . Existing provision by transfer… in the same class or service or – substituted by B.P.Ms.No.174, dt.17-7-1990.

4 . Added by B.P.Ms.No.843, dt.11-8-1978 originally. Again the same is substituted by B.P.Ms.No.174, dt.18-7-1990.

5 . Note 2 and 3 originally added by B.P.Ms.No.99, dt.29-1-1988 and the same is substituted by B.P.Ms.No.174, dt.18-7-1990.

6 . Deleted by B.P. (P&G-Per) Ms.No.599, dt.21-3-1994.

7. Added by B.P. (P&G-Per) Ms.No.592, dt.19-3-1994.

8. Ommitted "Category-4(b) LDC-cum-Computer Operator" by B.P.(P&G-Per) Ms.No.235, dt.3-8-93 and "Category-4(a) LDC" renumbered as "Category-4 LDC".

9. Attender" is redesignated as "Office Subordinate" in T.O.O. (Addl.Secy.-Per) Ms.No.237, dt.10-11-06.

(1)	(2)
[6]Category-4(b)	
[1]**Category 5**	
Typists and Steno-Typists.	(i) By direct recruitment; or [2](ii) By transfer from (a) APSEB General Service (b) O&M Staff Establishment (c) Construction Staff Establishment (d) or from NMR and Contingent Staff; or (e) [3]From any other Service including Security Guards and Security Head Guards. [4]**Note:** Contingent Staff may be considered only in case NMR are not available. The posts may be filled up by observing seniority only, other things being equal.
[5]**Store Keepers**	
Category 1	
Store Keeper Grade-I	By promotion from the category of Store Keeper Grade-II.
Store Keeper Grade-II	(i) By promotion from the category of Store Keeper Grade-III. (ii) Appointment by transfer of Line Inspector and equivalent categories in O&M and Construction Establishment who are having experience in Stores Organization, subject to possessing the qualifications prescribed.
Note: In B.P.(P&G-Per) Ms.No.415, dt.4-11-93, al the existing Store Assistants Grade-I have been redesignated as Store Keepers Grade-II, bringing them to APSEB Accounts Service. The integrated seniority list of all such Store Assistants Grade-I in the entire Circle / Project shall be prepared and then shall be placed enblock below the junior most Store Keeper Grade-II in the Circle / Project for the purpose of fixation of seniority as Store Keeper Grade-II.	

1 . Substituted by B.P.Ms.No.174, dt.18-7-1990.
2 . Existing clause (2) amended subsequently by B.P.Ms.No.843, dt.11-8-1978 is substituted by B.P.Ms.No.174, dt.18-7-1990.
3 . Clause (e) is added by B.P. (P&G-Per) Ms.No.151, dt.21-9-1995.
4 . Note is added originally by B.P.Ms.No.843, dt.11-8-1978, and subsequently the same is substituted by B.P.Ms.No.174, dt.18-7-1990.
5 . Added by B.P. (P&G-Per) Ms.No.347, dt.2-3-1996.
6. Ommitted "Category-4(b) LDC-cum-Computer Operator" by B.P.(P&G-Per) Ms.No.235, dt.3-8-93 and "Category-4(a) LDC" renumbered as "Category-4 LDC".

(1)	(2)
Category 3	
Store Keeper Grade-III	(i) By direct recruitment (ii) Appointment by transfer of qualified employees who are in lower categories including those n O&M and Construction Establishment who are having experience in Stores Organisation and requisite qualification.
Note: In B.P.(P&G-Per) Ms.No.415, dt.4-11-93, al the existing Store Assistants Grade-II and the Store Assistants Grade-III have been converted as Store Keepers Grade-III, bringing them to APSEB Accounts Service. The integrated seniority list of all such Store Assistants Grade-II and Store Assistants Grade-III of the entire Circle / Project shall be prepared and then shall be placed separately. The Store Assistants Grade-III shall be placed enblock below the last candidate in the integrated seniority list of Store Assistants Grade-II. As per the list so arrived at, all the Store Assistants Grade-II and Store Assistants Grade-III shall be placed enblock below the last Store Keeper Grade-III in the Circle / Project for the purpose of their seniority as Store Keeper Grade-III.	

(d) A.P.S.E. Board General Service

(1)	(2)
Class III	
Category 1	[1]Deleted.
Sub-Inspector of Bill Collectors (Redesignated as Sub-Inspector of Revenue Cashier)	
Category 2	
Bill Collectors (Redesignated as Revenue Cashier)	[2](1) (2) Deleted.
Category 3	
Lift Mechanics.	[3]By direct recruitment or by promotion from Lift Operators if qualified.
Class IV	
Appointments to several categories under Class IV except categories 1,4 and 5 i.e., Roneo Operators, Jamedars and Dafedars in APSEB General Service shall be by direct recruitment or by promotion or for special reasons recruitment by transfer from any other class or service.	
Categories 1, 4 and 5 in Class IV APSEB General Service i.e., Roneo Operators, Jamedars and Dafedars.	By promotion from next lower category.

[1]. Posts under category 1 and category 2 deleted by B.P.Ms.No.99, dt.29-1-1988.
[2]. Amendment issued by B.P.Ms.No.843, dt.11-8-1978 adding 'By transfer' is deemed to have been deleted.
[3]. Category 3 added by B.P.Ms.No.530, dt.16-7-1980.

(f) A.P.S.E. Board Educational Service.

(1)	**(2)**
[1]**Class III**	
Category 1	
Headmaster	(i) By direct recruitment; or (ii) By promotion from full members or approved probationers from School Assistants.
Category 2	
School Assistants	(i) By direct recruitment; or (ii) By promotion from approved probationers from Secondary Grade Teachers who are qualified.
Category 3	
Pandits (including Hindi Pandits)	By direct recruitment.
Category 4	
(a) Secondary Grade Teachers (b) Physical Training Instructors. (c) Drawing Teachers.	By direct recruitment.
Category 5	
Higher Grade Teachers	By direct recruitment.

[1]. Newly added by B.P.Ms.No.844, dt.11-8-1978.

(g) A.P.S.E. Board Medical Service

(1)	(2)
Class I	
[1]**Category 1**	
Civil Surgeon (Surgery)	[1](i) By direct recruitment OR (ii) By promotion from Civil Assistant Surgeon.
[2]**Class II**	
Assistant Civil Surgeons	By direct recruitment.
[2]**Class III**	
Category 1	Head Nurses.
Category 2	Staff Nurses.
Category 3	a) Radiographers. b) Pharmacists.
Category 4	a) X-Ray Technicians. b) Laboratory Technicians. c) Compounders.
Category 5	a) Maternity Assistant / Mid-wives. b) Darkroom Assistants.

[1] . Added by B.P.Ms.No.727, dt.25-8-1986.
[2] . Added by B.P.Ms.No.179, dt.10-3-1980 (Newly introducing Medical Service)

ANNEXURE – II

(b) ANDHRA PRADESH STATE ELECTRICITY BOARD ENGINEERING SERVICE

<table>
<tr><th>Category and Post
(1)</th><th>Appointing Authority
(2)</th></tr>
<tr><td>[1]Executive Director</td><td>A.P.S.E. Board</td></tr>
<tr><td>All categories in Class I under any Branch in A.P.S.E.Board Engineering Service.</td><td>A.P.S.E.Board</td></tr>
<tr><td>[2]Class II</td><td></td></tr>
<tr><td>1. Asst. Divisional Engineers/ Asst. Executive Engineers.</td><td>Chairman</td></tr>
<tr><td>2. Asst. Engineers.</td><td>Secretary</td></tr>
<tr><td>3. Chief Head Draughtsman</td><td>Secretary</td></tr>
<tr><td>4. Chief Chemist</td><td>Chairman</td></tr>
<tr><td>5. Senior Chemist</td><td>Secretary</td></tr>
<tr><td>Class III</td><td></td></tr>
<tr><td>[3]Chemists</td><td>Secretary/APSE Board</td></tr>
<tr><td>[4]All categories in Class III under any Branch in APSE Board Engineering Service except Branch II and</td><td rowspan="2">Chief Engineer/Electricity incharge of Administration.</td></tr>
<tr><td>[5]Category I Class II Branch V and all categories in Branch [6]VI and VII.</td></tr>
</table>

1 . Added by B.P.Ms.No.518, dt.27-5-1989.

2 . Substituted by B.P.Ms.No.515, dt.3-7-1982.

3 . Added by B.P.Ms.No.678, dt.11-8-1983.

4 . Substituted by B.P.Ms.No.232, dt.11-4-1975.

5 . Originally mentioned category I is first amended as category I by B.P.Ms.No.324, dt.13-7-1973.

6 . Added by B.P.Ms.No.393, dt.12-6-1975.

(1)	(2)
[1]All categories in Class III in Branch II	Chief Engineer/Civil.
[2]All categories in Class III under Branch VI	Chief Engineer incharge of Establishment in respect of posts in Chief Engineers offices; Superintending Engineer concerned in respect of posts in field offices.
[3]Category in class III in Branch V, [4]Category 3, Class III in Branch VI and all categories in Branch VII.	Superintending Engineer concerned.
[5]&[6]Category 1 of Branch VIII.	Superintending Engineer concerned.

1. CE/TL&SS in respect of appointments in the respective Zone.
2. CE/Civil in respect of appointments in Civil Wing.
3. CE/Telecom in respect of appointments in Telecom Wing.

(For Transco only: T.O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)

@ 1. FA&CCA as designated in respect of appointments in the office of FA&CCA.
2. CE/TL&SS in respect of appointments in the respective Zone.
3. CE/Civil in respect of appointments in Civil Wing.
4. CE/Telecom in respect of appointments in Telecom Wing.

(For Transco only: T.O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)

(c) A.P.S.E. Board Accounts Service:

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1 . Added by B.P.Ms.No.232, dt.11-4-1975.

2 . Added by B.P.Ms.No.393, dt.12-6-1975. Earlier class III, category 3 Branch VI - SE concerned is added by B.P.Ms.No.34, dt.18-1-1974.

3 . Category 2 is amended as category 1 by B.P.Ms.No.324, dt.13-6-1973.

4 . Added by B.P.Ms.No.34, dt.18-1-1974.

5 . Added by B.P.Ms.No.543, dt.2-7-1970 and Memo.No.78757/A2/68-9, dt.2-7-1970.

6 . Amalgamated Blue Printers and Asst. Blue Printers are as Blue Print Operators and made as category 1 in B.P.(P&G-Per) Ms.No.129, dt.27-6-1994.

(1)	(2)
All categories under Class I (and Class II) deleted.[1]	APSE Board.
[2]**Class II**	
1. Accounts Officer.	Chairman
2. Asst. Accounts Officer.	Secretary
[3]**Class III**	
(Asst. Chief Accountant) *(Deleted)*	(APSE Board or such other authority as may be designated by the Board from time to time)
Category 1	
[10]Junior Accounts Officer. In respect of Direct recruitment the APTRANSCO and by promotion CEs, TL&SS in respective Zones, FA&CCA in respect of FA&CCA office, CE/Civil in respect of Civil Wing and CE/Telecom in respect of Telecom Wing. (For Transco only: .O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)	[4](Chief Engineer I/C of Estt. Section will be made by Board). [5](Substituted by C.C.A.) [6](Existing provisions substituted) [7]In respect of Direct recruitment the A.P.S.E.Board and by promotion S.Es. of the Circle, FA&CCA in respect of his office, CEs, KTPS and VTPS and RTPP in respect of their organization.
[8]Category-2 - UDCs [8]Category-3 - UD Stenos [8]Category-4 - LDCs[11] [8]Category-5 - Typists and Steno-Typists	FA&CCA in respect of all the members of the service in the FA&CCA office; SE in respect of appointments in the Circle and CEs, KTPS, VTPS and [12]RTPP in respect of their organization. CE (O&M) Srisailam in respect of his organization.(@ See Page 226.)
[9]**Store Keepers.**	
Category 1: Store Keeper Gr.I	
Category 2: Store Keeper Gr.II	
Category 3: Store Keeper Gr.III	

1. Deleted by B.P.Ms.No.515, dt.3-7-1982.
2. Substitited by B.P.Ms.No.515, dt.3-7-1982.
3. Added by B.P.Ms.No.159, dt.18-4-1973 with effect from 2-8-1968 and deleted by B.P. (P&G-Per) Ms.No.175, dt.18-7-1990.
4. Deleted by B.P.Ms.No.392, dt.11-7-1973 with effect from 1-12-1972.
5. Substituted by "CCA" by B.P.Ms.No.392, dt.11-7-1973 with effect from 1-12-1972.
6. Substituted by B.P.Ms.No.409, dt.22-5-1976.
7. Substituted by B.P.Ms.No.175, dt.18-7-1990.
8. Substitited by B.P. (P&G-Per) Ms.No.175, dt.18-7-1990. (Earlier introduced by B.P.Ms.No.637, dt.29-6-1984 and further added by B.P.Ms.No.1128, dt.24-10-1989).
9. Constitution of Store Keepers Gr.I, Gr.II and Gr.III was made by B.P. (P&G-Per) Ms.No.347, dt.2-3-1996.
10. The word "Accountant" wherever occurs, the words "Junior Accounts Officer" shall be substituted - by B.P.(P&G-Per)Ms.No.99, dt.11-8-95.
11. Ommitted "Category-4(b) LDC-cum-Computer Operator" by B.P.(P&G-Per) Ms.No.235, dt.3-8-93 and "Category-4(a) LDC" renumbered as "Category-4 LDC".
12. Added "RTPP" by B.P. (P&G-Per) Ms.No.224, dt.22-7-93.

(d) A.P.S.E. Board General Service:

<table>
<tr><th>(1)</th><th>(2)</th></tr>
<tr><td>Class III</td><td></td></tr>
<tr><td>Category 1</td><td rowspan="2">Superintending Engineers concerned.</td></tr>
<tr><td>Category 2</td></tr>
<tr><td>Class IV</td><td rowspan="29">Appointments in the offices other than Headquarters, Head of the office.
OR
any other officer authorized for the purposes.

1. CE/TL&SS for the appointments in the respective Zones.
2. CE/Civil for the appointments in Civil Wing other than Corporate Office (Vidyut Soudha).
3. CE/Telecom for the appointments in Telecom Wing other than Corporate Office (Vidyut Soudha).
4. CGM (HRD&Trg.) for the appointments in Corporate Office (Vidyut Soudha).
(For Transco only: .O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)
[3]Chief Engineer/VTPS in respect of the employees working in the offices of S.E. Testing, SE/CHP, SE (O&M) I, SE(O&M) II and SE(O&M) III and SE (Civil)/VTPS.

[3]Chief Engineer (O&M), Srisailam in respect of employees working in the offices of SE (Civil), SE (O&M), Srisailam, SE (Civil) and SE (O&M), Nagarjunasagar and DE/Mini Hydel Project, Pochampad.

[5]The CE/RTPP in respect of employees working in the office of a) SE/Civil-I b) SE/Civil-II c) SE/E&M-I d) SE/E&M-II e) EE/Civil, Quality Control Division.</td></tr>
<tr><td>Category 1</td></tr>
<tr><td>Roneo Operator</td></tr>
<tr><td>Category 2</td></tr>
<tr><td>[1]Record Assistants</td></tr>
<tr><td>Category 3</td></tr>
<tr><td>Drivers</td></tr>
<tr><td>Category 4</td></tr>
<tr><td>Jamedars</td></tr>
<tr><td>Category 5</td></tr>
<tr><td>Dafedars</td></tr>
<tr><td>Category 6</td></tr>
<tr><td>[2]Office Subordinates</td></tr>
<tr><td>Category 7</td></tr>
<tr><td>Head-Watchmen</td></tr>
<tr><td>Category 8</td></tr>
<tr><td>Watchmen</td></tr>
<tr><td>Category 9</td></tr>
<tr><td>“Sweeper-cum-Gardner Sweepers”</td></tr>
<tr><td>[4]Category 10</td></tr>
<tr><td>Sanitary Orderly</td></tr>
<tr><td>[4]Category 11</td></tr>
<tr><td>Cook</td></tr>
<tr><td>[4]Category 12</td></tr>
<tr><td>Dhobi</td></tr>
<tr><td>[4]Category 13</td></tr>
<tr><td>Lab Attendant</td></tr>
<tr><td>[4]Category 14</td></tr>
<tr><td>Nursing Orderly (Male/Female)</td></tr>
</table>

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1 . Attender redesignated as Record Assistant by B.P.Ms.No.538, dt.5-9-1973.
2 . Peons’ redesignated as Attenders by B.P.Ms.No.538, dt.5-9-1973 and “Attender” is further redesignated as “Office Subordinate” in T.O.O. (Addl.Secy.-Per) Ms.No.237, dt.10-11-2006.
3. Added by B.P.Ms.No.1128, dt.24-10-1989.
4. Categories 10 to 14 were not brought while revising the Book in October 1992 and therefore brought out and included by B.P.(P&G-Per) Ms.No.352, dt.23-9-93.
5. Added by B.P. (P&G-Per) Ms.No.224, dt.27-7-93.

[1](f) A.P.S.E. Board Educational Service:

(1)	(2)
Class III	
Category 1	
Headmaster	
Category 2	
School Assistants	
Category 3	
Pandits (including Hindi Pandits)	
Category 4	[2]Chief Engineer of the concerned Project.
(a) Secondary Grade Teachers	
(b) Physical Training Instructors	
(c) Drawing Teachers	
Category 5	
Higher Grade Teachers	

[1] . Newly added by B.P.Ms.No.844, dt.11-8-1978.
[2] . Substituted by B.P.Ms.No.454, dt.4-4-1987. Earlier it was “SE/Station Superintendent concerned”.

(g) Andhra Pradesh State Electricity Board Medical service:

Class I	
[1]Category 1	
Civil Surgeon (Surgery)	A.P.S.E. Board.
[2]Class II	
Category 1	
Asst. Civil Surgeon	[3]Chairman
[2]Class III	
Category 1	
Head Nurses	
Category 2	
Staff Nurses	
Category 3	[4]Chief General Manager (HRD&Trg) / Chief Engineer of the concerned Project.
a) Radiographers, b) Pharmacists	
Category 4	
a) X-Ray Technicians	
b) Laboratory Technician	
c) Compounders	
Category 5	
a) Maternity Assistants/Mid-Wives	
b) Darkroom Assistants.	

1 . Added by B.P.Ms.No.727, dt.25-8-1986.
2 . Newly introduced by B.P.Ms.No.179, dt.10-3-1980.
3 . Substituted by B.P.Ms.No.515, dt.3-7-1982. Earlier it was "APSEB" vide B.P.Ms.No. 179, dt.10-3-1980.
4 . Substituted by B.P.Ms.No.354, dt.21-3-1987. Earlier it was D.S., APSEB/General Superintendent vide B.P.Ms.No.179, dt.10-3-1980.

ANNEXURE – III

ANDHRA PRADESH STATE ELECTRICITY BOARD ENGINEERING SERVICE

Class Category (1)	Method of Recruitment (2)	Qualification (3)
Class I Category 4 Divisional Engineers/ Executive Engineers/ Divisional Engineers (Ordinary grade)	Promotion	[1]The Assistant Divisional Engineer to be promoted. (i) Must be a full member or an approved probationer in the category of Asst. Divisional Engineers; (ii) Must have rendered service as Assistant Divisional Engineer, if he is an Engineering Graduate for not less than; (a) 5 years, if recruited by transfer; or (b) 6 years if recruited direct including a year spent on training; and (iii) (a) Must Possess the BE degree in Electrical, Civil, [2]Mechl. Engineering or Telecommunication as the case may be, of a university of India, established or incorporated by or under a Central Act Provincial Act or a State Act or any equivalent qualification or (b) If not possessing the qualification indicated in (a) [3]Must have shown exceptional merit and must have worked as Asst. Divisional Engineer for a period of not less than 10 years. [4](c) Deleted

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1. AE is designated as ADE by B.P.Ms.No.1235, dt.24-11-1978.
2. Added by B.P.Ms.No.123, dt.24-2-1981.
3. Deleted by B.P.Ms.No.599, dt.30-3-1991.
4. iii(c) added by B.P.Ms.No.80, dt.7-2-1981 – but deleted by B.P.Ms.No.971, dt.10-4-1988. As such iii (c) deleted.

(1)	(2)	(3)
Class II Category 1 Assistant Divisional Engineer/ Assistant Executive Engineer.	[1]Limited Recruitment	[1]Out of five vacancies successively arising in the category of Assistant Divisional Engineers/Assistant Executive Engineers, the first vacancy shall be filled up by the candidate selected through the limited recruitment, the next three by promotion from the Assistant Engineers and 5th by promotion from the Additional Assistant Engineers and Draughtsman Grade-I. (i) 20% of the total vacancies shall be filled through limited recruitment by candidates from the merit list, referred to in clause (ii) below, selected from eligible Assistant Engineers to the extent of 4 times of the vacancies as per seniority list of the Assistant Engineers. The seniority list will be prepared after screening by the Departmental Promotion Committee by excluding those not cleared on account of unfitness or disciplinary cases pending. (ii) A merit list of candidates selected for recruitment shall be drawn based on the performance in a Written Test and after giving weightages as detailed below:- Marks Performance in the written test — 50 Weightage for relative seniority — 40 Acquisition of P.G. qualification — 5 Annual Performance Reports — 5 **(iii)** A candidate coming up in the merit list for limited recruitment shall not be placed lower in rank than / that which he/she would have otherwise had, but for his/her inclusion in the merit list.

[1] . Substituted by B.P. (P&G-Per) Ms.No.82, dt.17-5-1993.

(1)	(2)	(3)
	By promotion	i) Must posses B.E. Degree Electrical or Civil or Mechanical or Telecommunication as the case may be of a University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or any qualification recognized as equivalent thereto and have served as [1]Assistant Engineer for a period of not less than 5 years. (OR) ii) A pass in Sections "A" and "B" of the Institution of Engineers in Elecl. or Civil or Mechanical Group examinations as the case may be, and service as [2]Additional Assistant Engineer thereafter for not less than 5 years; (OR) iii) Must hold LEE, LCE or LME Diploma as the case may be or any other qualification recognized as equivalent thereto and must have put in a minimum service of 10 years as Additional Assistant Engineers; (OR) iv) Must possess the LEE, LCE or LME Diploma as the case may be or any other qualification recognized as equivalent thereto and must have put in a total service of not less than 15 years if promoted as Additional Assistant Engineer from the category of Overseers. v) In the case of Draughtsmen, Draughtsmen first grade must possesses LEE, LCE or LME Diploma, as the case may be, or any equivalent qualification and must have put in a [3]service not less than 12 years as Draughtsmen I grade of which two years shall be field service as Additional Assistant Engineer.

1 . Junior Engineer is redesignated as Asst. Engineer by B.P.Ms.No.1235, dt.24-11-1978.
2 . Supervisor is redesignaged as AAE by B.P.Ms.No.1357, dt.18-12-1978.
3 . Substituted by B.P.Ms.No.782, dt.8-9-1983.

		Note: Post Graduate qualification of an Indian or of Foreign University shall be treated as an additional qualification, preference being given to such candidates in the matter of direct recruitment or recruitment by transfer to the posts of Assistant Engineers. [4]vi) [1]Must have also rendered a minimum service of 3 years in Generating Stations [2]out of the service referred to (i) and (ii). Provided that Assistant Engineers whose cases come up for consideration for promotion prior to 31-3-1987 and who have not been able to put in the qualifying service of 3 years in Generating Stations [3]in part or in whole for no fault of theirs, may be promoted and posted in Generating Stations or EHT sub-stations so as to acquire the requisite qualification after promotion. Their promotion will commence from the date they join duty in the Generating Stations to which they are posted.

1 . Proviso under 'V' existing "deleted" by B.P.Ms.No.71, dt.20-7-1983 and item VI existing also deleted by B.P.Ms.No.71, dt.20-7-1983.
2 . "Including EHT sub-station" - deleted - by B.P.Ms.No.127, dt.13-2-1986.
3 . Including the service in EHT - Substation - deleted - by B.P.Ms.No.127, dt.13-2-1986.
4. Item vi added after Note under item v by B.P.Ms.No.434, dt.18-4-1984.

(1)	(2)	(3)
Class II Category 2 [1]Chief Head Draughtsman	Recruitment by transfer	Must have had experience for not less than 6 years as Head Draughtsman Grade-I
[2]**Class II Category 1** [3]Chief Chemist	By Direct Recruitment	[4](a) Must not have completed 35 years of age on the 1st day of July of the Year in which the selection for appointments is made. (b) M. Sc. 1st class with chemistry preceded by B. Sc with Chemistry Physics and Mathematics as subjects from a recognized University [8]with specialization notified if any. (C) The appointee should have practical experience of 10 years as a chemist in power station or a chemical plant where a large demineralization plant is in use.
	[5]By Promotion	(a) Must be an approved probationer in the category of Senior Chemist. (b) Ten years experience as senior chemist [6](i) A first class degree in M Sc. Or B Tech. (Chemical Engineering) with Chemistry as main subject. [7](ii) The appointee should have practical experience as a Chemist in Power Station or a Chemical plant where a large demineralising plant is in use.

1 . Added by B.P.Ms.No.564, dt.23-9-1971 below AE (Now ADE).
2 . Class III amended as class II by B.P.Ms.No.883, dt.31-12-1970.
3 . Senior Chemist - redesignated as "Chief Chemist" by B.P.Ms.No.157, dt.9-3-1981.
4 . Col.3 substituted by B.P.Ms.No.678, dt.11-8-1983.
5 . By promotion added by B.P.Ms.No.678, dt.11-8-1983.
6 . Earlier item b(i) of the existing Regulations is substituted by B.P.Ms.No.1302, dt.8-12-1978.
7 . Earlier item b(ii) of the existing Regulations is substituted by B.P.Ms.No.1029, dt.19-10-1978.
8. Added by B.P. (P&G-Per) Ms.No.350, dt.23-9-1993.

(1)	(2)	(3)
Class II Category 2 [1]Senior Chemist	By direct recruitment	[2](a) Must not have completed 30 years of age as on the first day of July of the year in which the selection for appointment is made; (b) M Sc. 1st class with chemistry preceded by B Sc. With Chemistry, Physics and Mathematics as subjects from a recognized university [3]with specialization notified if any. (c) The appointee should have practical experience of five years as chemist in a power station or a chemical plant where a large demineralization plant is in use.
	[4]By promotion	(a) Must be an approved probationer in the category of chemist. (b) 5 years experience as Chemist.
Class II Category 2 [5]Assistant Engineer/ Electrical	For direct recruitment or recruitment by transfer.	[6](a)(i) A degree in Electrical Engineering/ Electrical Electronics Engineering of a University in India established or incorporated by or under a central Act. Provincial Act or a State Act or any other qualification recognized as equivalent thereto.

[1] . 'Chemist' is redesignated as "Senior Chemist" by B.P.Ms.No.157, dt.9-3-1981.
[2] . Col.3 substituted by B.P.Ms.No.678, dt.11-8-1983.
[3] . Added by B.P. (P&G-Per) Ms.No.350, dt.23-9-1993.
[4] . Col.2 and Col. added by B.P.Ms.No.678, dt.11-8-1983.
[5] . JE is redesignated as AE by B.P.Ms.No.1235, dt.24-11-1978.
[6] . Substituted by B.P.Ms.No.740, dt.8-7-1988.

(1)	(2)	(3)
		[1](ii) Subject to the following conditions a pass in sections A and B of the AMIE (Ind) Examination with Electrical Engineers General and any two of the following subjects under section B as Optional or additional subjects. (i) Electric supply and power distribution. (ii) Electrical Machinery. (iii) Electrical Installation. (iv) Electrical measurements (v) Thermodynamics and Heat Engines (Steam & Internal combustion). (vi) Hydro Electricity (vii) Hydraulics or hydraulic Machinery. (a) Should furnish evidence of having undergone practical training in "Surveying" for atleast one year or a diploma in Civil Engineering awarded by the State Board of Technical Education and Training A.P. or any other qualification recognized as equivalent thereto. (b) Should have secured a pass in the Intermediate or PUC examination or any other examination recognized as equivalent thereto. (c) Should have had practical experience for a period of not less than 4 years after passing Sections A and B of the AMIE (Ind) examination, which should include practical experience for a period of not less than one year in Erection, Maintenance or Construction works;
[2]Assistant Engineer Civil	By direct recruitment	i) A degree in Civil or Mechl. Engineering of a University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or any other qualification recognized as equivalent thereto; OR

1 . Existing qualification under item ii and proviso thereunder deleted by B.P.Ms.No.339, dt.27-5-1974. The existing item iii renumbered as item ii by B.P.Ms.No.339, dt.27-5-1974.

2 . JE is redesignated as AE by B.P.Ms.No.1235, dt.24-11-1978.

(1)	(2)	(3)
		[1](ii) Subject to the following conditions, a pass in Sections A and B of the AMIE (Ind) examination with two of the following subjects in Civil or Mechl. Engineering under Section B as Optional or additional subjects. 1. Theory and design or structures. 2. Hydraulics and Hydraulic machinery 3. Machine Designs 4. Workshop technology. 5. Thermo Dynamics and heat engines (Steam and Internal Combustion) (a) Should furnish evidence of having undergone practical training in surveying for atleast one year or a diploma in civil or Mechl. Engineering awarded by the State Board of Technical Education and Training in Andhra Pradesh or nay other qualification recognized as equivalent thereto. (b) Should have secured a pass in Intermediate or in PUC examination or any other examination recognized as equivalent thereto. (c) Should have had practical experience for a period of not less than four years after passing Sections A and B of the AMIE (Ind) examination which should include practical experience for a total period of not less than one year in erection, maintenance or construction works.

1 . Existing qualification under item ii and proviso there under deleted by B.P.Ms.No.339, dt.27-5-1974. The existing item iii renumbered as item ii by B.P.Ms.No.339, dt.27-5-1974.

(1)	(2)	(3)
[1]Assistant Engineer/ Mechl.	By direct recruitment or recruitment by transfer	(a) A degree in Mechl. Engineering of a University in India established or incorporated by or under a central Act Provincial Act or State Act or any other qualification recognized as equivalent thereto; OR [2](b) Subject to the following conditions a pass in Sections A and B of the AMIE (Ind) examination with any three of the following subjects under section B as optional of additional subjects. 1. Theory and Design of structures. 2. Hydraulics and Hydraulic Machinery. 3. Machine designs 4. Workshop technology. 5. Thermo dynamics and Heat Engines (Steam & Internal combustion) (i) Should furnish evidence of having undergone practical training in surveying for atleast one year or a diploma in civil Engineering awarded by the State Board of Technical Education and Training in Andhra Pradesh or nay other qualification recognized as equivalent thereto; (ii) Should have secured a pass in Intermediate or in PUC examination or any other examination recognized as equivalent thereto; (iii) Should have had practical experience for a period of not less than four years after passing Sections A and B of the AMIE (Ind) examination which should include practical experience for a total period atleast one year in Mechanical Workshop, land structural works.

1 . JE is redesignated as AE by B.P.Ms.No.1235, dt.24-11-1979.

2 . Existing 1(b) including proviso there under is deleted by B.P.Ms.No.339, dt.27-5-1974. The existing 1(c) is made as 1(b) by B.P.Ms.No.339, dt.27-5-1974.

(1)	(2)	(3)
[1]Assistant Engineer/ Telecommu-nications.	[2]For direct recruitment	[2]A degree in Telecommunication/Electronics/ Electronics and Communication Engineering of a University in India established or incorporated by or under a central Act Provincial Act or State Act or any other qualification recognized as equivalent thereto;
[3]Addl. Asst Engineer/ Electrical	[4]Appointment by transfer.	The qualifications shall be the same as mentioned in Annexure-I under method of recruitment.
[3]Addl. Asst Engineer/ Civil	[4]Appointment by transfer	The qualifications shall be the same as mentioned in Annexure-I under method of recruitment.
[3]Addl. Asst. Engineer (Mechanical)	[4]Appointment by transfer	The qualifications shall be the same as mentioned in Annexure-I under method of recruitment.
[3]Addl. Asst. Engineer/ Telecommu-nications.[4]	[4]Appointment by transfer	The qualifications shall be the same as mentioned in Annexure-I under method of recruitment.

[1]. JE is redesignated as A.E. by B.P.Ms.No.1235, dt.24-11-1978.
[2]. The existing qualification is substituted by B.P.Ms.No.740, dt.8-7-1988.
[3]. "Supervisor" first designated as Sub-Engineer by B.P.Ms.No.1235, dt.24-11-1978. Again redesignated as A.A.E. by B.P.Ms.No.1357, dt.18-12-1978.
[4]. Added by B.P. (P&G-Per) Ms.No.283, dt. 11-1-1996.

Draughtsman I Grade II Grade III Grade	By direct recruitment or recruitment by transfer	**Draughtsman I Grade:-** A Diploma in Elecl. or Civil or Mechanical Engg. (LEE or LCE or LME) of the Andhra Pradesh or its equivalent qualification or any alternative qualification recognized by the Govt. of Andhra Pradesh with one year practical experience in the Electricity Department/Board or in the other Govt. Departments in Drawing offices. **Draughtsman II Grade:-** A Diploma in Elecl. or Civil or Mechanical Engg. (LEE or LCE or LME) of the Andhra Pradesh or its equivalent qualification or any alternative qualification recognized by the Govt. of Andhra Pradesh.
		Draughtsman III Grade:- [1] (i) The cases of Licenciates who are working as Tracers may be considered for direct recruitment as Draughtsman III Grade, provided they apply for direct recruitment as Draughtsman III Grade foregoing their past services. (ii) A pass in the LCE, LEE, [2]LME diploma examination conducted by the State Board of Technical Education and Training in Andhra Pradesh or any other examination recognized by the Govt. of Andhra Pradesh or equivalent thereto; OR [3](iii) A pass in 3 years past Metric Certificate course in Architectural Draughtsman-ship and Assistantship conducted by the polytechnics; (iv) A pass in the Draughtsman Civil course under the revised syllabus introduced from

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1 . Added as item (i) in col.3 by B.P.Ms.No.697, dt.19-11-1971, renumbering the existing items (i) to (v) as items (ii) to (vi) respectively.

2 . The words “LME” added by B.P.Ms.No.279, dt.2-5-1974.

3 . Item (iii) is added by B.P.Ms.No.279, dt.2-5-74 - and the existing item iii to vi renumbered as iv to vii respectively in B.P.Ms.No.279, dt.2-5-1974.

		July 1952 conducted by the Govt. of India, Ministry of Labour under Audit Civilian Training Scheme. Provided that persons possessing the above qualifications will be considered for appointment when suitable candidates possessing as pass in LCE or LEE are not available; OR
		(v) A pass in Special examinations for group certificate in Building Drawing of Civil Engineering which has been prescribed for Draughtsman in the Govt. Technical Examinations, A.P. or any other equivalent qualifications recognized by the Govt. of A.P.; OR (vi) A pass in the Diploma Electrical Technology awarded by Sir Cusrew Wadia Institute of Electrical Technology, Poona; OR (vii) A pass in the Drawing Examination Grade II (Higher).
[1]**Note:** The qualifications specified under item II to VI shall not be necessary for appointment as Draughtsman III Grade for Diploma Holders working as Tracers who have put in minimum service of five years and for non-diploma holders working as Tracers with a minimum service of Eight years.		

[1] . Note substituted by B.P.Ms.No.697, dt.19-11-1971.

(1)	(2)	(3)
[1]Sub-Engineer/ Elecl./Mechl./ Civil/ Telecom.	By direct recruitment Recruitment By transfer.	Must have a Diploma in Electrical/Mechanical/Civil/Telecom. Engineering or any other equivalent qualification recognized by the Board/Govt. of Andhra Pradesh. [4]Must have a Diploma in any discipline such as Electrical/Mechanical/Civil/ Telecommunications/Computer Sciences Engineering etc. or any other equivalent qualification recognised by the Board / Government of Andhra Pradesh. [2]Omitted.
Tracer	By direct recruitment	(i) A pass in the Govt. Technical Examination in the Lower Grade in Geometrical drawing, Building drawing and estimating; and free hand outline and model drawing; or (ii) A completed SSLC, issued under the authority of a Govt. of Andhra Pradesh with a pass in the Engineering included as a special subject in the bifurcated course in Secondary Schools or any other qualifications recognized as equivalent thereto; or (iii) A pass in the Draughtsman (Civil) course under the syllabus before the revised syllabus was introduced in 1952 by the Govt. of India, Ministry of Labour; or [3](iv) A pass in Draughtsman (Civil) or Mechl. Post of the Industrial Training Institute of A.P. Govt. (v) A pass in the Higher Secondary (Techl.) Certificate examination with compulsory subject of Engineering drawing (Elec. and Mechanical) and Geometrical; or

1 . Substituted “Sub-Engineer” in place of “Asst.Supervisor” by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
2 . Item (b) and Note thereunder were omitted by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
3 . Added as item iv by B.P.Ms.No.279, dt.2-5-1974, renumbering the existing item iv to vi as v to vii respectively.
4. Substituted with T.O.O. (Addl.Secy.-Per) Ms.No.265, dt.11-02-2009.

(1)	(2)	(2)
		(vi) A pass in the Higher Secondary Certificate Examination and Grade II (Higher) drawing; or (vii) A pass in the Higher Secondary Multi purposes examination with Electrives from the Technical Group; or A pass in the Junior Technical School certificate examination conducted by the Andhra Pradesh State Board of Technical Education and Training.
[1]Sub-Overseers		
[2]Junior Chemist		
[3]Chemist	By direct recruitment	[4](a) Must not have completed 28 years of age on the first day of July of the year in which the selection for appointment is made. [5](b) M.Sc. First class with Chemistry preceded by B.Sc. with Chemistry as one of the subjects from a recognized university.

1 . Omitted by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
2 . The post of Junior Chemist, method of recruitment and qualification deleted by B.P.Ms.No.324, dt.13-6-1973.
3 . "Assistant Chemist" redesignated as Chemist by B.P.Ms.No.157, dt.9-3-1981.
4 . The existing qualification is substituted by B.P.Ms.No.678, dt.11-8-1983.
5 . The existing item (b) is substituted by B.P. (P&G-Per) Ms.No.253, dt.28-8-1990.

(1)	(2)	(3)
		Note: The Board employees who are fully qualified for appointment to the post of chemist under "Direct recruitment" not exceeding the age of 45 years as on date last date of submission of application for the post of Chemist are eligible to be considered for direct recruitment along with other open candidates. They will have to appear at the common examination. They will be eligible for protection of pay only if selected and for all purposes including seniority in the category of chemist they should be treated as "direct recruitee". [1](c) Preference shall be given for the experience in a power station or a chemical plant where a large demineralization plant is in use.
	[2]Recruitment by transfer	Deleted.
Transport Overseer I Grade	By direct recruitment	(a) A completed S.S.L.C. and (b) experience in Rail or Road Transport of material for a period of not less than; (1) 4 years in the Electricity Department/Board or; (2) 5 years elsewhere than in the said Department/Board.
Transport Overseer II Grade	By direct recruitment	(a) Ability to read, write and transact business in English and (b) experience in rail or road transport of materials for a period of not less than

1 . The existing qualification is substituted by B.P.Ms.No.678, dt.11-8-1983.

2. Recruitment by transfer is added by B.P.Ms.No.678, dt.11-8-1983 originally but deleted by B.P.Ms.No.253, dt. 28-8-1990.

(1)	(2)	(3)
		(1) 2 years in the Electricity Department/Board or (2) 3 years elsewhere that in the said Department/Board.

Note(1): No person shall be eligible for appointment to the category specified in column (1) of table below unless (i) he has not completed the age specified in the corresponding entry in column (2) thereof on the first day of July immediately following the date of notification inviting applications and (ii) he possesses the qualifications, referred in sub-rule(c).

Category	Age
[1]Asst. Engineer/Elecl. Mechl./Telecom/Civil and [2]Addl. Asst. Engineer/Civil	28
Addl. Asst. Engineer/ Elecl. Mechanical	32
Draughtsman I Grade	35
Draughtsman II Grade	33
Draughtsman III Grade	28
Tracer	28
[3]Sub-Engineer	28
[4]Asst. Chemist	28
Transport Overseer I Grade	30
Transport Overseer II Grade	28

1 . JE is redesignated as AE by B.P.Ms.No.1235, dt.24-11-1978.
2 . Supervisor is redesignated as AAE by B.P.Ms.No.1357, dt.18-12-1978.
3 . The category of "Sub-Engineer" is constituted by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.
4 . Assistant Chemist is redesignated as Chemist by B.P.Ms.No.157, dt.9-3-1981.

(1)	(2)	(3)
		Note (2) The age limits referred to in note 1 above shall not however apply to the inclusion in any such list of Addl. Asst. Engineer/Elec./Mechl./Draughtsman I Grade, II Grade, III Grade, Tracers, [2]Sub-Engineers and Transport overseers I Grade and II Grade of the name of any person borne on the OSS or on the work charged establishment.
[1]Blue Print Operators		Method of recruitment as mentioned in Annexure-I.

1 . Amalgamated Blue Printers and Asst. Blue Printers are as Blue Print Operators in B.P.(P&G-Per) Ms.No.129, dt.27-6-1994.

2. The category of "Sub-Engineer" Constituted in B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.

A.P.S.E.BOARD ACCOUNTS SERVICE

(1)	(2)	(3)
Class I Category-1 FA&CCA	[1]By direct recruitment or by deputation.	(i) Must be a Graduate in Arts or Science or Commerce of a University in India established or incorporated by or under a Central Act or provincial Act, or State Act or any other equivalent qualifications. (ii) Must be an Associate/Fellow Member of Institute of Chartered Accountants of India. (iii) Must have had experience in Accounts Department of a large public utility undertaking or preferably in Electric Supply Co. for a period of not less than ten years of which five years shall be in independent charge; and (iv) Must not have completed fifty years of age on the 1st July of the year in which recruitment is made.
	By promotion	(i) Must be a Graduate in Arts or Science or Commerce of a University in India established or incorporated by or under a Central Act, or Provincial Act or State Act or any other equivalent qualification. (ii) [2]Must be an Associate/Fellow Member of Institute of Chartered Accountants of India. (iii) [3]Approved Probationer as Dy.CCA.
Class I [4]**Category-2** Dy.Chief Controller of Accounts.	By direct recruitment.	(i) Must be a Graduate in Arts, or Science or Commerce of a University in India established or incorporated by or under a Central Act, or Provincial Act or State Act or any other equivalent qualifications.

1 . Existing provisions substituted by B.P.Ms.No.137, dt.25-2-1985.
2 . The existing item (ii) deleted by B.P. (P&G-Per) Ms.No.45, dt.27-4-1993.
3 . Substituted by T.O.O. (Addl.Secy.-Per) Ms.No.272, dt.20-12-2006.
4 . Added as Category 2 under class I by B.P.Ms.No.137, dt.25-2-1985.

(1)	(2)	(3)
	[1]By Promotion	[1]1. Must be a Graduate. 2. The Senior Accounts Officer shall be of high merit. [2]3. Approved Probationer as S.A.O. [3]4. Deleted.
[4]**Category 3** [5]Senior Accounts Officer.	By Promotion	[6]B.A. or B.Sc., or B.Com or any Commercial Degree of any recognized Indian University or any other equivalent qualification and must have had experience of not less than 5 years as Accounts Officer.
[7]**Category 4** Stores Accounts Officer.	By Promotion	a) Must possess a degree of B.A., or B.Sc., or B.Com., degree of a university in India established or incorporated by or under a Central Act, Provincial Act or a State Act or any other equivalent qualification. b) Not less than three years experience in the Electricity Department / Board as Accounts Officer and c) Experience in a system office having stores accounts in regard to procedure in acquisition, receipt, storage issue, verification and accounting of stores of considerable magnitude and variety.

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1 . The provisions made in B.P.Ms.No.137, dt.25-2-1985, are substituted by B.P.Ms.No.705, dt.19-6-1989.

2 . Substituted by T.O.O. (Addl.Secy.-Per) Ms.No.272, dt.20-12-2006.

3 . Item 4 introduced in B.P.Ms.No.705, dt.19-6-1989 - deleted by B.P.Ms.No.57, dt.18-1-1990.

4 . Existing category 2 renumbered as category 3 by B.P.Ms.No.137, dt.25-2-1985.

5 . Sr.Chief Accountant – redesignated as Sr.Accunts Officer by B.P.Ms.No.4, dt.3-1-1979.
Chief Accountant – redesignated as Accounts Officer by B.P.Ms.No.4, dt.3-1-1979.
Dy.Chief Accountant – redesignated as Assistant Accounts Officer B.P.Ms.No.4, dt.3-1-1979.

6 . Substituted by T.O.O. (Addl.Secy.-Per) Ms.No.272, dt.20-12-2006.

7 . In view of S.A.O. noted as Category 3 by B.P.Ms.No.137, dt.25-2-1985, the Stores Accounts Officer is noted under category 4.

(1)	(2)	(3)
Class II **Category-1** Accounts Officer.	Direct recruitment	(i) Must have completed 28 years of age but must not be more than 40 years of age on the 1st day of July of the year in which recruitment is made; (ii) Must possess the B.A., B.S.C., or B.Com degree of a University in India established or incorporated by or under a Central Act, Provincial Act or a State Act. (iii) Must have passed the final examination prescribed for Chartered Accountants in regulation 20 to 22 of the Chartered Accountants Regulations 1949, or any other equivalent qualification. (iv) Must have had experience in the Accounting Department of a large Industrial Concern of Public Utility Undertaking, preferably an Electric Supply Company, for a period of not less than three years of which one year must have been in responsible independent charge. Such experience must cover atleast any three of the following subjects. (a) Budgeting (b) General Accounting (c) Revenue Accounting (d) Costing (e) Stores Accounting

Note: A pass in the examination for Chartered Accountants or incorporated Accounts (England) or Certified Public Accounts (USA) or a degree in Business Administration of Public Utility Accounting and Economic of Universities in the USA or a Membership of the Indian Institute of Cost and Works Accounts (India) shall be deemed equivalent to a pass in the final examination for Chartered Accountants prescribed in regulations 20 to 22 of the Chartered Accountants Regulations, 1949. (2) If a candidate with experience as aforesaid is not available for direct recruitment, a candidate without such experience may be appointed if he undergoes practical training in the Department.

(1)	(2)	(3)
	Recruitment on deputation from among the staff of the Indian Audit & Accounts, Postal Accounts or Military Accounts Department or from among the staff of any large Industrial Concern of Public Utility Undertaking and recruitment by transfer from any class or service.	(i) Must possess the B.A., B.Sc., or B.Com., degree of a University in India, established or incorporated by or under a Central Act., Provincial Act or a State Act or the final examination prescribed for Chartered Accountants in regulations 20 to 22 of the Chartered Accountants or incorporated Accountants (England) or certified public Accounts (USA) or a degree in Business Administration of public utility Accounting and Economics of Universities in the USA or a Membership of the Indian Institute of Cost and Works Accounts (India) shall be deemed equivalent to a pass in the final examination for Chartered Accountants prescribed in regulations 20 to 22 of the Chartered Accountants Regulations 1949. (ii) Must have put in service of not less than five years of which two years must have been responsible charge.
	[1]By Promotion	(i) [2]Must have passed the departmental test for Accounts Officers and Assistant Accounts Officers. [2](ii) Must have had experience of not less than 5 years in the category of A.A.O.

1 . Added by B.P.Ms.No.779, dt.16-12-1971; Deleted by B.P.Ms.No.558, dt.7-6-1986. Again added by B.P. (P&G-Per) Ms.No.401, dt.28-12-1990.

2 . The existing item is numbered as (i) by T.O.O. (Addl.Secy.-Per) Ms.No.272, dt.20-12-2006 and (ii) added by T.O.O. (Addl.Secy.-Per) Ms.No.272, dt.20-12-2006.

(1)	(2)	(3)
Assistant Accounts Officer.	Direct Recruitment	(1) Must not be more than 30 years of age on the 1st day of July of the year in which the recruitment is made; (a) Must possess the B.Com. degree or B.A. degree in Economics or B.A. or B.Sc. degree in Mathematics of a University in India established or incorporated by, or under a Central Act, Provincial Act or a State Act or any other equivalent qualification. (b) Must have passed the final examination prescribed for Chartered Accountants in Regulations 20 to 22 of the Chartered Accountants Regulations, 1949; or Provided that preference shall be given to candidates possessing I class pass degree and who have had experience in responsible charge in the Accounting Department of a large Industrial Firm or Public Utility Undertaking including experience in Budgeting, Costing, General Accounting, Stores Accounting and General Supervision.
	Recruitment by Promotion.	[1](i) Must have declared to have completed the period of probation satisfactorily in the category of Asst. Chief Accountants. Promotion shall be considered on merits. (ii) Must have put in serviced as Junior Accounts Officer for not less than 5 years. [2]Omitted. [3]

1 . Item (i) added by B.P.Ms.No.159, dt.18-4-1973, renumbering the existing provision as item (ii) effective from 2-8-1968. Shall be deemed to have been deleted in view of orders by B.P.(P&G-Per) Ms.No.176, dt.18-7-1990.

2 . Item (iii) added by B.P.Ms.No.558, dt.7-6-1986 but omitted by B.P.Ms.No.400, dt.28-12-1980.

3 . Recruitment by transfer from among the superintendents" Provision deleted by B.P.Ms.No.558, dt.7-6-1986.

(1)	(2)	(3)
Class III		
Category-1 Junior Accounts Officer.	By direct recruitment.	[1]Pass in Intermediate Examination of Chartered Accountancy Examination. or Pass in Intermediate Examination of I.C.W.A. Examination.
	By Promotion	Must have atleast five years regular service as UDC or UD Stenographer in the Accounts Service. Must have qualified in the following examinations. i) Accounts Test for Sub-ordinate officers Part-I. ii) Departmental Test for Junior Accounts Officers in the Electricity Board. iii) Government Technical Examination in Accountancy by Higher Grade-I. **Note 1:** Members who passes B.Com. degree of recognized university shall not be required to pass the Govt. Technical examination in Accountancy by Higher Grade.

[1] . Substituted in T.O.O. (Addl.Secy-Per) Ms.No.250, dt.14-02-2008.

(1)	(2)	(3)
		Note 2: The Non-graduate Revenue Cashiers form the integrated list of LDCs and Revenue Cashiers promoted to the cadre of UDCs and the non-graduate sub-Inspectors of Revenue Cashiers integrated with the cadre of UDCs shall not be eligible for promotion as Junior Accounts Officers unless they acquire graduation qualifications and other qualifications prescribed for such promotion in the Andhra Pradesh State Electricity Board Service Regulations Part-III.

Note: The regulation originally made has been revised from time to time as follows:-

(a) By direct recruitment qualifications in Col.3 substituted by B.P.Ms.No.448, dt.25-4-1984.

(b) Note 2 is added by B.P.Ms.No.99, dt.29-1-1988 by renumbering the existing Note as Note (1).

<u>By transfer</u> deleted vide B.P.Ms.No.827, dt.23-8-1984.

<u>By Promotion</u>

(a) "Must have been qualified in the following examination" added by B.P.Ms.No.778, dt:16.12.1971 effective from 4.3.1970.

(b) By transfer and By promotion substituted by B.P.Ms.No.827, dt: 23.08.1984.

(c) Above the word "Accountants", "Asst. Chief Accountant" its method of recruitment, qualifications added by B.P.Ms.No.159, dt.18.04.1973 effective from 2.8.1968. However, it is deemed to have been deleted in view of the orders issued in B.P.(P&G Per) Ms.No.176, dt.18.07.1990.

(d) The Regulation now noted is as per B.P.(P&G-Per) Ms.No.176, dt.18-7-1990.

(1)	(2)	(3)
[1]**Category 2**		
U.D.C. O/O.FA&CCA	By direct recruitment	(i) In the case of candidates other than those belonging to Scheduled Castes and Scheduled Tribes. Must possess a degree with second class of any University in India established or incorporated by or under a Central Act, Provincial Act, or a State Act or any equivalent qualification. (ii) In the case of candidates belonging to Scheduled Castes and Scheduled Tribes in respect of posts reserved for them a degree of Arts, Commerce or Science of any University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or any equivalent qualification.
	By Promotion	Must have qualified in Accounts Test for Sub-ordinate Officers Part-I and Govt. Techl. Examination in Accountancy by Lower Grade.
[2]**Category-3** UDCs Sub-ordinate Offices.	Direct recruitment.	Must hold atleast a second class degree of any University in India established or incorporated by or under Central Act or a State Act or any equivalent qualifications.
	Recruitment by transfer.	From any class or service and from any Circle office to office of the FA&CCA. Must hold a degree of any University in India established or incorporated by or under Central Act, or a State Act or provincial Act or any equivalent qualifications.
	By Promotion	Must have qualified in Account Test for sub-ordinate officers Part-I and Government Technical Examination in Accountancy by Lower Grade.

[1] . Substituted by B.P. (P&G Per) Ms.No.176, dt.18-7-1990.
[2] . Substituted by B.P. (P&G-Per) Ms.No.176, dt.18-7-1990.

(1)	(2)	(3)
U.D.Steno	By direct recruitment	(i) Must have passed the PUC or Intermediate Examination of a University in India established or incorporated by or under a Central Act, Provincial Acts, or a State Act or any other equivalent qualification, and (ii) Must have passed the Government Techl. Examination in Shorthand and Typewriting by Higher Grade.
	By transfer/ promotion.	(i) Must possess the minimum general educational qualifications prescribed in the schedule referred to in Regulation-16 of APSEB Service Regulations Part-II. (ii) Must have passed the Government Techl. Examination in Shorthand and Typewriting by Higher Grade.
[1]**Category-4** L.D.C.[4]	By direct recruitment.	Must hold the degree of B.A. or B.Sc., or B.Com . of any University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or any equivalent qualification. [2/3/5] "Must have passed Certificate Course in Computer Applications/Office Automation (MS-Office) offered by the Institutions recognized by the Government of Andhra Pradesh. Provided that in respect of initial appointment to dependents of deceased employees, the qualification for pass in Certificate Course in Computer Application/Office Automation (MS-Office) offered by the Institutions recognized by the Government of Andhra Pradesh shall be relaxed. They should however acquire the said qualification within two years from the date of their appointment.

1 . Substituted by B.P. (P&G Per) Ms.No.176, dt.18-7-1990.
2 . Added by B.P. (P&G-Per) Ms.No.235, dt.3-8-1993.
3 . The clause added by B.P. (P&G-Per) Ms.No.235, dt.3-8-1993 is again substituted by T.O.O. (Addl.Secy.-Per) Ms.No.86, dt.26-07-08.
4. "Category-4(a) LDC" is renumbered as "Category-4 LDC" by B.P.(P&G-Per) Ms.No.235, dt.3-8-93.
5. Substituted vide T.O.O.(Addl.Secy-Per) Ms.No.284, dt.6-3-2010.

	By transfer	Must hold the degree of B.A. or B.Sc. or B.Com. of any University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or any equivalent qualification. By conversion of approved probationers in the category of Typists and Steno-Typists in the same class of service. **Note:** Bill Collectors, Record Assistants, [3]Office Subordinates, Blue Printers and Lift Operators and Roneo Operators, Sanitary Orderlies, Sweepers and any other personnel including provincial, OSS, / O&M and Workcharged Establishments who are in service prior to **11-7-1974 are exempted from possessing graduate qualification** provided they have SSLC / HSC qualification and a minimum regular service of 5 years. The above benefit will apply even though they pass SSLC / HSC after 11-7-74. This concession will not apply to future entrants appointed after 11-7-74.
[1]Category 4(b) L.D.C.-Cum-Typists-Cum-Computer Operator		
Category-5 Typists	By direct recruitment or transfer	Must have passed the Government Technical examination in Typewriting by the Higher Grade. [2]/[4]"Must have passed Certificate Course in Computer Application/Office Automation (MS-Office) offered by the Institutions recognized by the Government of Andhra Pradesh.

1 . Category 4 (b) added by B.P. (P&G-Per) Ms.No.57, dt.14-5-1992 by renumbering category 4 as 4 (a) and omitted by B.P. (P&G-Per) Ms.No.235, dt.3-8-1993.

2 . Added by T.O.O. (Addl.Secy.-Per) Ms.No.86, dt.26-07-08.

3. 'Attender' is redesignated as 'Office Subordinate' by T.O.O. (Addl.Secy-Per) Ms.No.237, dt.10-11-2006.

4. Substituted vide T.O.O.(Addl.Secy-Per) Ms.No.284, dt.6-3-2010.

		Provided that in respect of initial appointment to dependents of deceased employees, the qualification for pass in Certificate Course in Computer Application/Office Automation (NS-Office) offered by the Institutions recognized by the Government of Andhra Pradesh shall be relaxed. They should however acquire the said qualification within two years from the date of their appointment". In case of appointment by transfer to the post of Typist, the qualifications prescribed in existing Service Regulations holds good. The Typists in Accounts Service should pass the competitive examination conducted by APSEB by full test, before they are considered eligible for promotion as U.D.Clerks or before they can be converted as Lower Division Clerks. Provided that Typists who are graduates need not pass the said examination by the full test if they are otherwise eligible for promotion as UDCs [1](and have put in not less than five years regular service as Typists or Steno-Typists). The FA&CCA will conduct centralized test for all the Typists of Accounts Service. The tests shall be conducted in 4 subjects viz., General Knowledge, Precise Writing, Translation and Essay Writing as in the case of four paper test conducted by the A.P.Public Service Commission with the same standard of valuation and minimum number of pass marks etc.

[1] . Omitted by B.P. (P&G-Per) Ms.No.538, dt.31-1-1994.

(1)	(2)	(3)
Category 6 Steno-Typists	By direct recruitment or transfer.	(i) The Government Technical Examination in Typewriting by the Higher Grade; and (ii) The Government Technical Examination in Shorthand by the Higher Grade. The Steno-Typist in Accounts Service should pass the competitive examination conducted by the APSEB by full test before they are considered eligible for promotion as UDCs or before they can be converted as LDC provided that Steno-Typists who are graduates need not pass the said examination by the full test if they are otherwise eligible for promotion as UDCs [1](and have put in not less than five years regular service as Steno-Typists). The FA&CCA will conduct centralized test for all the Typists and Steno-Typists in Accounts Service. The test shall be conducted in 4 subjects viz., General Knowledge, Precise Writing, Translation and Essay Writing as in the case of four paper test conducted by A.P.Public Service Commission with the same standard of valuation and minimum number of pass makers etc.
[2]**Store Keepers**		
Category-1 Store Keeper Grade-I	By Promotion	Must have atleast five years of service as Store Keeper Grade-II with a Degree of recognized University.
Category-2 Store Keeper Grade-II	By Promotion	Must have atleast five years of service as Store Keeper Grade-III. Must have passed the following tests:- (i) Induction Accounts Test (IAT) Paper-I. (ii) Induction Accounts Test (IAT) Paper-II

1 . Omitted by B.P. (P&G-Per) Ms.No.538, dt.31-1-1994.
2 . Added by B.P. (P&G-Per) Ms.No.347, dt.2-3-96.

	By Transfer	From Line Insect or any other equivalent category under O&M and Construction Establishment with a minimum of five years service in that category in Stores Organisation. Must have a degree of a recognized University. Must have passed the following tests:- (i) Induction Accounts Test (IAT) Paper-I. (ii) Induction Accounts Test (IAT) Paper-II

ANDHRA PRADESH STATE ELECTRICITY BOARD ENGINEERS' ASSOCIATION
SERVICE SECURITY
ESTD.-1956

ANDHRA PRADESH STATE ELECTRICITY BOARD
GENERAL SERVICE

(1)	(2)	(3)
Class III		
[1]**Category 1** Sub-Inspector of Bill Collector	Deleted	
[1]**Category 2** Bill Collector	Deleted	
[2]**Category 3** Lift Mechanic	Direct recruitment	1. Must not have completed 30 years of age. 2. Must have passed SSLC or equivalent examinations. 3. A certificate from a recognized manufacturer of Electric Lifts to the effect that the candidate possesses adequate knowledge in lift mechanism.
	Promotion	Must be an approved probationer in the category of Lift Operator and a certificate in Lift Mechanism issued by a recognized manufacturer of Electric Lifts.
Class IV		
Category 1 Roneo Operator		
Category 2 [3]Record Assistant	[4]Deleted	

[1] . Sub-Inspector of Bill Collector, Bill Collector wherever occur deleted by B.P.Ms.No.99, dt.29-1-1988.
[2] . Category 3 under class III added by B.P.Ms.No.530, dt.16-7-1980.
[3] . "Attender" redesignated as Record Assistant By B.P.Ms.No.538, dt.5-9-1973.
4. Deleted by B.P.Ms.No.548, dt.3-7-1985.

(1)	(2)	(3)
[1]Record Assistants/ Roneo Operators.	Direct Recruitment	Must have passed X class in a recognized secondary school or such other examination as may be recognized by the Govt. of Andhra Pradesh as equivalent thereto.
	Recruitment by transfer	Must have passed X class or possess an equivalent qualification and have put in a service of not less than [2]three years in the category from which recruitment by transfer is to be made, provided, that Jamedars, Dafedars and [3]Office Subordinates in the A.P. Last Grade Service who are in service must have passed 7th class or any first public examination and put in a service of [2]three years in any of those categories.
Category 2(a) Lift Operators	Direct recruitment	(i) Must not have completed 30 years of age. (ii) Must have passed III form or 8th class in any recognized school. (iii) Must possess a wireman certificate issued by the Electrical inspector or the Director of Tehcl. Education, with a practical experience of 6 months as wireman.
	Promotion or transfer	(i) Must be an approved probationer in the lower category from which the appointment is made and (ii) Must possess a certificate from any Electrical Additional Assistant Engineer of the Board to the effect that the individual has sufficient knowledge, to operate a lift.

1 . Substituted by B.P.Ms.No.548, dt.3-7-1985.
2 . Substituted by B.P. (P&G-Per) Ms.No.366, dt.25-3-96.
3 . ‘Attender’ is redesignated as ‘Office Subordinate’ by T.O.O. (Addl.Secy-Per) Ms.No.237, dt.10-11-2006.

(1)	(2)	(3)
Category 3 Drivers	By direct recruitment or by promotion	(i) Must not be below 18 years of age and must not have completed 35 years of age on the first day of July of the year in which the appointment is made. (ii) Must be able to read and write either Telugu or Urdu. (iii) Must possess a current driving license of a motor vehicle issued by a competent authority under the Motor Vehicles Act, 1939 (Central Act IV of 1939) with practical experience, of driving motor vehicles for a period of not less than five years.
Category 4 Jamedars **Category 5** Daffedars	By promotion	(i) Must have completed 18 years of age and must not have completed 28 years of age, if recruited direct. (ii) Must be able to read and write the language or one of the languages of the district in which appointment is to be made.
[1]**Category 6** Office Subordinate	By direct recruitment or by promotion or by transfer	[2](i) Must have passed VII class examination. (ii) Must be able to ride a bicycle.
Category 7 Head Watchman **Category 8** Watchman **Category 9** Sweeper-Cum-Gardner or Sweepers	By direct recruitment or by transfer	(i) The Head watchman must be an ex-army man, or pensioned sepoy or a Gurkha; (ii) The Gardner must have had experience atleast for one year in garden work.

[1] . 'Peon' redesignated as 'Attender' by B.P.Ms.No.538, dt.5-9-1973 and again 'Attender' is redesignated as 'Office Subordinate' by T.O.O. (Addl.Secy-Per) Ms.No.237, dt.10-11-2006.

2. Substituted by T.O.O. (Addl.Secy-Per) Ms.No.230, dt.1-11-2006.

(1)	(2)	(3)
[1]**Category 10** Sanitary Orderlies	By direct recruitment or by transfer	Sanitary orderlies must have experience in scavenging work for about one year.
[2]**Category 11** Cook	By direct recruitment or by transfer	Cook must be capable of preparing vegetarian and non-vegetarian dishes satisfactorily. Must be able to read and write regional language.
[2]**Category 12** Dhobi	By direct recruitment or by transfer	Dhobi must be capable of washing and ironing clothes. Must be able to read and write regional language.
[3]**Category 13** Lab attendant	By direct recruitment	Must have passed IIIrd form of VIII Standard in a recognised school in Andhra Pradesh.
[3]**Category 14** Nursing Orderly (Male/Female)	By direct recruitment	Must have passed Vth standard in a recognized school i.e., a school maintained by or opened with the sanction of the State Govt., or to which recognition has been accorded by the Director of Public Instruction, A.P., Hyderabad or other authorized officer or must possess the Indian Army 3rd class English certificate of Education.

1 . Added as Category 10 by B.P.Ms.No.380, dt.20-5-1981.
2 . Added as Category 11 and Category 12 by B.P.Ms.No.94, dt.13-12-1985.
3 . Added as Category 13 and 14 by B.P.Ms.No.728, dt.23-6-1989.

[1]A.P.S.E.BOARD EDUCATIONAL SERVICE

(1)	(2)	(3)
Class III		
Category 1 Headmaster	Direct recruitment	(i) Must hold a degree of a University in the State and an Teaching Degree; and (ii) Must not have completed 30 years of age at the time of recruitment.
	Promotion	(i) Must hold a degree of a University in the State and a teaching degree; and (ii) Must be a full Member or an approved probationer in the category of School Assistant.
Category 2 School Assistant	Direct recruitment	(i) Must hold a degree of a University in the State and a teaching degree; and (ii) Must not have completed 30 years of age at the time of recruitment.
	Promotion	(i) A degree of a University in the State and a teaching degree; and (ii) Must be a full Member or an approved probationer in the category of Secondary Grade Teachers.
Category 3 Pandit	Direct recruitment	(i) Must not have completed 30 years of age at the time of recruitment; and (ii) Must have oriental title with pandit training.
Hindi Pandit	Direct recruitment	(i) Must not have completed 30 years of age at the time of recruitment; and (ii) Pracharaka Diploma of the Hindi Prachara Sabha or any equivalent there to as prescribed by State Govt. or the Board.

[1] . Added by B.P.Ms.No.844, dt.11-8-1978, after “Security Services”.

(1)	(2)	(3)
Category 4		
a) Secondary Grade Teachers	Direct recruitment	(i) Must not have completed 30 years of age at the time of recruitment; and (ii) Must have passed SSLC or its equivalent, and (iii) A trained teacher's certificate of the Secondary Grade or the senior basic Grade or an equivalent thereto or a metric trained teacher's certificate.
b)Physical Training Instructor	Direct recruitment	(i) Must not have completed 30 years of age at the time of recruitment; and (ii) A Govt. Teachers certificate in physical education higher grade or a diploma or a certificate in physical education issued to Intermediate candidates by the Govt. College of Physical Education, Hyderabad.
c) Drawing Teacher	Direct recruitment	(i) Must not have completed 30 years of age at the time of recruitment; and (ii) A pass in Grade II Drawing examination conducted by the Board of Technical Education and Training, Hyderabad.
Category 5 Higher Grade Teacher	Direct recruitment	(i) Must not have completed 30 years of age at the time of recruitment; and (ii) A completed trained teachers certificate of the Higher Elementary Grade or the Junior basic grade or an equivalent thereto recognized by the Board.

ANDHRA PRADESH STATE ELECTRICITY BOARD
MEDICAL SERVICE

(1)	(2)	(3)
Class I		
Category 1 [1]Civil Surgeon (Surgery)	By direct recruitment	(i) Must possess one of the following post graduate qualification in the concerned specialty from a recognized university/ Board/ Body. M.S. (Surgery) M.S. General (Surgery) FRCS Specialty Board of Surgery (USA) (ii) Must have had experience in Surgery for not less than five years in a recognized Medical Institute/Hospital after acquiring post Graduate qualification in Surgery. (iii) Age between 35-45 years on the 1st day of July of the year in which recruitment is made.
	By promotion	(i) Must possess one of the following post graduate qualification in the concerned specialty from a recognized university/ Board/ Body. M.S. (Surgery) M.S. General (Surgery) FRCS Specialty Board of Surgery (USA)

1 . Added as category 1 under class I by B.P.Ms.No.727, dt.25-9-1986.

(1)	(2)	(3)
[1]**Class II**		
Category I Asst.Civil Surgeons	Direct recruitment	(i) Must not have completed 35 years at the time of recruitment. (ii) Must have obtained the MBBS Degree or an equivalent qualification as entered in the Schedule to the Indian Medical Council Act 1956, as amended from time to time. (iii) Must be a permanent registered Medical practitioner within the meaning of the law for the being, existing in the State. (iv) Preference may be given to candidates with post graduate qualifications in any branch of medical sciences.
Class III		
Category 1 Head Nurses **Category 2** Staff Nurses	By direct recruitment	**Age:** *Head Nurses*: Must have completed the age of 20 years and must not have completed the age of 35 years. *Staff Nurses*: Must not have completed the age of 35 years. *Head Nurses and Staff Nurses (Women):* Must have undergone successful Training for a period of not less than 3 years in General Sick Nursing of men and women and for a period of 6months in Midwifery training, in both case to be undergone in any institution approved by the State Government or APSE Board with qualifications prescribed for registration as Nurses and Maternity Assistants or Diploma in General Sick Nursing and Midwifery from a recognized Institution.

[1]. Newly added after “Educational Service’ by B.P.Ms.No.179, dt.10-3-1980.

(1)	(2)	(3)
		<u>Head Nurses & Staff Nurses (Men</u>): (i) Successful training for a period of not less than 3 years in General Sick Nursing in an Institute approved by the State Govt. or the Board; and (ii) Successful Completion of training in psychiatry for a period of 6 months after successful training in General Sick Nursing or Post Diploma training for a period of 2 months in each of the Tuberculosis, VD and Mental diseases in a recognized Institute. **Note:** For appointment as a staff nurse a person who has rendered satisfactory Military Service shall be preferred if he/she possesses either of the qualifications specified above.
	Promotion or transfer	Approved probationer in the lower category and other qualifications prescribed for the post by direct recruitment except age.
Category 3 a) Radio Graphers	Direct recruitment	(i) Must not have completed the age of 30 years. (ii) A pass in PUC or Intermediate examination and pass in the CRA examination (Certified Radiological Assistant) provided that preference shall be given to a candidate who in addition possesses a degree of BA, B.Sc., B.Sc(Hons.) or BA(Hons.) with physics as main subject.

	Promotion or transfer	(i) Approved probationer in the lower category. (ii) A pass in PUC or Intermediate examination and pass in the CRA examination (Certified Radiological Assistant) provided that preference shall be given to a candidate who in addition possesses a degree of BA, B.Sc., B.Sc(Hons.) or BA(Hons.) with physics as main subject.
Pharmacists	Direct recruitment	(i) Must not have completed 30 years of age. (ii) A diploma in pharmacy
	Promotion or transfer	(i) Approved probationer in the lower category (ii) A diploma in pharmacy **Note:** Pharmacists have to deposit Rs.250/- by way of security wherever they are in charge of Board Medical Store.
Category 4		
a) X-Ray Technicians	Direct recruitment	(i) Must not have completed 30 years of age. (ii) A pass in PUC or Intermediate Examination and a pass in the CRA examination (Certified Radiological Assistant)
b) Laboratory Technicians	Direct recruitment	(i) Must not have completed 30 years of age. (ii) Certificate of certified Laboratory Technicians. Provided that if a candidate with the certificate of certified Laboratory Technicians is not available a candidate with the certificate of certified Laboratory Attendants may be appointed, but he shall pass certified Laboratory Technicians course, within the period of probation.
c) Compounders	Direct recruitment	(i) Must not have completed 30 years of age. (ii) A successful course in such training as may from time to time be prescribed by the State Government or APSEB.

(1)	(2)	(3)
Category 5		
a) Maternity Assistants/ Mid-wives	Direct recruitment	(i) Must have completed 35 years of age. (ii) Trainees from Government Institutions or other institutions recognized by the Government in the State possessing Mid-wifery certificate. If no such candidate is available the posts will be filled by direct recruitment. Such candidates must possess Midwifery certificate from a recognized Institution.
b) Darkroom Assistants	Direct recruitment	(i) Must not have completed 30 years of age. (ii) Certificate of having successfully completed the training course for Darkroom Assistants provided that preference shall be given to candidates who have passed the CRA Examination (Certified Radiological Assistant).

ANNEXURE – IV
(Referred in Regulation 15)

Persons appointed to the categories and classes of service whether by direct recruitment or by promotion as the case may be in the categories or posts specified in column (1) of the table below shall pass the tests or undergo the training or acquire the qualification specified in the corresponding entry in column (2) within the period stated or as otherwise required by the corresponding entry in column (3) thereof:

Category and class of service	Tests, training or qualifications	Period
(1)	(2)	(3)
A.P.S.E.Board Engineering Service:		
Class II		
[1]**Category 1** Chief Chemist		Every probationer recruited direct shall be required to undergo a course of training for a period of 6 months which does not reckon towards probation. In the course of training the pay shall be Rs.250/- per month.
Category 2 [1]Senior Chemist		[2]Every person recruited direct shall be required to undergo training for a period of 12 months which does not reckon towards probation. During the period of training they will be paid fixed amount of Rs.1100/- per month as stipend.
[3]**Category 3** Chemist		Every person recruited direct shall be required to undergo training for a period of 6 months which does not reckon towards probation. During the period of training they will be paid fixed amount of @Rs.200/- per month as stipend.

1 . Sr.Chemist redesignated as "Chief Chemist" by B.P.Ms.No.157, dt.19-3-1981.
Chemist redesignated as "Senior Chemist" by B.P.Ms.No.157, dt.19-3-1981.
2 . Substituted by B.P.Ms.No.922, dt.23-9-1987.
3 . Added by B.P.Ms.No.678, dt.11-8-1983.
@ Raised to Rs.2,200/- vide B.P. (P&G-Per) Ms.No.127, dt.21-6-1991.

(1)	(2)	(3)
[1]Asst.Divisional Engineer	[2]Departmental tests in two parts as per syllabus prescribed by the Board from time to time. ***Training***: Should undergo training in works and accounts for one year or such shorter period as may be fixed in each individual case. During training the pay shall be Rs.250/- per month.	Within a period of three years from the date of appointment. The penalty for failure to pass the test is stoppage of increment, but such stoppage will not operate to postpone further increments after the test has been passed. The period of training shall not count for increments in the time scale of pay of Assistant Engineers.
[3]**Branch I, III & IV Class III**		
Category 1&2 [4]Asst. Engineers/ [5]Additional Assistant Engineers/ Electrical, Mechanical and Telecommunication	Electricity Board Account test for Asst. Engineers/ Addl. Asst. Engineers/ Electrical, Mechanical and Telecommunications.	To be passed within the period of probation.

1 . AE is redesignated as ADE by B.P.Ms.No.1235, dt.24-11-1978.
2 . Substituted by B.P.Ms.No.339, dt.27-5-1974.
3 . Substituted by B.P.Ms.No.74, dt.27-1-1976.
4 . JE is redesignated as AE by B.P.Ms.No.1235, dt.24-11-1978.
5 . Supervisor redesignated as AAE by B.P.Ms.No.1357, dt.18-12-1978.

(1)	(2)	(3)
Branch II: **Class III**		
Category 1&2 Asst. Engineers/Addl. Asst. Engineers/ (Civil)	Electricity Board Account Test for Asst. Engineers/ Addl. Asst. Engineers (Civil)	To be passed within the period of probation.

Note:

(1) Notwithstanding the provisions under Regulations 40(2)(i)(a) of part I Service Regulations and 27(b)(i) and 29(ii) of Part II Service Regulations, the Asst. Engineers/Addl. Asst. Engineers covered under Branch I, II, III and IV of Andhra Pradesh State Electricity Board Engineering Services whose probation could not be declared to have satisfactorily completed for having not pass the relevant prescribed test shall be allowed to pass the relevant Account Test prescribed above before June, 1975 and will earn their increments upto June, 1975 even before if they have not passed this relevant test.

(2) The Asst. Engineers/Addl. Asst. Engineers of all categories and branches who were approved probationers before June, 1973 will not be eligible for promotion to higher category or to earn their increments falling due after June, 1975 in their time scale unless they pass the prescribed relevant tests.

(3) (i)The Asst. Engineers/Addl. Asst. Engineers (Electrical, Mechanical and Telecommunication) that have passed Electricity Department Accounts Test conducted by the Andhra Pradesh Public Service Commission upto and including June, 1973 and Asst. Engineers/Addl. Asst. Engineers (Civil) who pass the Account Test for Public Works Department officers held by Andhra Pradesh Public Service Commission upto and including February, 1974 are exempted from passing the relevant prescribed test.

(ii) The Asst. Engineers/Addl. Engineers (Civil) recruited under Government Service rules and absorbed by Board and the Asst. Engineers/Addl. Asst. Engineers of Public works Department on absorption to Board Service have to pass the relevant test prescribed by Board if they have not passed the Account Test for Public Works Department officers prior to February, 1974.

(iii) The Public works Department Asst. Engineers/Addl. Asst. Engineers (Civil) working in the Board on other duty have to pass the test prescribed by the Board if they are to become eligible for promotion to the Board's posts.

[1]**Branch VI**		
Category 2 Sub-Engineer	Direct recruits shall be on training for a period of one year and they shall be paid a stipend as decided by the Board from time to time.	The period of training shall not count for probation or increment.

[1] . Branch VI, Category-2, Sub-Engineer added by B.P. (P&G-Per) Ms.No.102, dt.11-8-1995.

ANDHRA PRADESH STATE ELECTRICITY BOARD ENGINEERS' ASSOCIATION SERVICE SECURITY ESTD.-1956

A.P.S.E.Board Accounts Service

(1)	(2)	(3)
[1]Accounts Officer	Those who posses experience prescribed in annexure-III against the post of Accounts Officers shall be on training for a period of three months under the Chief Controller of Accounts and during that period be paid a pay calculated at Rs.300/- PM or, if he holds a substantive post be paid in such post whichever is higher Those who do not possess the requisite experience prescribed in Annexure III against the post of Accounts Officers shall be on training for a period of one year and six months in the Board and such other departments of Govt. as may be determined by Board from time to time. After completing the said training satisfactorily he shall also have to undergo and complete satisfactorily a further training for a period of three months as [2]Asst. Accounts Officers and given further training for three months under the Chief Controller of Accounts. During the period of training and further training as aforesaid, be paid a pay calculated at Rs.250/- PM or if he holds a substantive post, be paid pay in such post, whichever is higher.	The period of training shall not count for probation and increments.

[1] . Chief Accountant redesignated as Accounts Officer by B.P.Ms.No.4, dt.3-1-1979.
[2] . Dy.Chief Accuntant redesignated as Asst.A.O. by B.P.Ms.No.4, dt.3-1-1979.

(1)	(2)	(3)
	Departmental test for Accounts Officers and Asst. Accounts Officers	To be passed within the period of probation by direct recruits and before promotion by the promotees.
[1]Assistant Accounts Officer	Every person appointed as Asst. Accounts Officer by direct recruitment shall undergo such training as may be prescribed by Board from time to time for a period of one year. During the period of training, he shall be paid at Rs.200/- per month in the case of candidates with special qualification or experience. Departmental Test for Accounts Officers and Asst. Accounts Officers.	The period of training shall not count for promotion and increment. [2]1. To be passed within the period of probation by Direct Recruits. 2. Before promotion by promotees. [3]Proviso. Accountants coming up for consideration for promotion as Asst. Accounts Officers from 7-6-1986 onwards shall be permitted to pass the Departmental test for Accounts Officers/ Asst. Accounts Officers upto 17-12-1989 only.

1 . Dy.Chief Accuntant redesignated as Asst.A.O. by B.P.Ms.No.4, dt.3-1-1979.
2 . Substituted by B.P.Ms.No.558, dt.7-6-1986.
3 . Proviso added by B.P.Ms.No.895, dt.19-9-1988.

(1)	(2)	(3)
[1]**Class III**		
Category 1 Junior Accounts Officer	1. Accounts Test for subordinate officers Part-I 2. Departmental test for Accountants in Electricity Board 3. Govt. Technical Examination in Accountancy by Higher Grade. [4]or any other qualification recognized by the Board as equivalent thereto from time to time. Every person recruited direct as Accountant shall be on training for a period of one year. During the period of training the trainee shall be paid stipend as may be decided by the Board, from time to time.	Within the period of probation by direct recruits and [2]before promotion by promotees. Members who possess B.com., degree of a University [3](with Accountancy as compulsory subject) shall not be required to pass the Govt. Techl. examination in Accountancy by higher grade. The period of training shall not count for promotion and increment.

1 . Substituted by B.P.Ms.No.177, dt.18-7-1990.
2 . Originally added by B.P.Ms.No.779, dt.16-12-1971.
3 . Deleted by B.P.Ms.No.58, dt.2-5-1991.
4. Added by B.P.Ms.No.58, dt.2-5-1991.

(1)	(2)	(3)
[1]**Category 2** U.D.C.	(Both FA&CCA and field offices) 1. Accounts Test for subordinate officers part-I 2. Govt. Technical Examination in Accountancy by Lower Grade. 3. Direct recruits shall be on training for a period of three months. During the period of training he shall be paid stipend as may be decided by the Board from time to time.	Within the period of probation by direct recruits and before promotion by promotees. Members who possess B Com., degree of a university [3](with accountancy as compulsory subject) shall not be required to pass the Govt. Techl. Examination in Accountancy by lower grade. Failure to pass the tests or acquire the qualification within the period of probation or extended period of probation shall render the direct recruit to discharge from service with one month's notice or one month pay in lieu thereof as may be decided. If any member of the service fails to pass the prescribed test he shall not be eligible to draw the increments in the time scale of pay applicable to him. Such ineligibility to draw increments shall not have the effect of postponing his increments after he has passed the tests. The period of training shall not count for probation and increment.
[2]**Category 3** UD Steno	Government Technical examination in shorthand and type writing by Higher grade.	To be passed before appointment and before promotion by promotees.

1 . Substituted by B.P.Ms.No.177, dt.18-7-1990.
2 . Substituted by B.P.Ms.No.177, dt.18-7-1990.
3. Deleted by B.P.Ms.No.58, dt.2-5-1991.

(1)	(2)	(3)
[1]**Category 4**[3] LDCs	LD Clerks recruited direct shall be on training for a period of three months. During the period of training the trainees shall be paid stipend as may be decided by Board from time to time.	The period of training shall not count for @ promotion or increment.
[2]4(b) LDC-Cum-Typist – Cum-Computer Operator	[3]This category is deleted.	
[1]Category 5 Steno-Typist	Govt. Techl. Examination in typewriting and shorthand by Higher Grade.	To be passed before appointment.
[1]Category 5 Typist	Govt. Techl. Examination in typewriting by Higher Grade.	To be passed before appointment.

1 . Substituted by B.P.Ms.No.177, dt.18-7-1990.
2 . Added by B.P. (P&G-Per) Ms.No.57, dt.14-5-1992, renumbering category 4 as category 4 (a).
@ **Note:** All emergency L.D.Clerks shall be entitled to have their services regularized under Reg.23 of A.P.S.E.Board S.R. Part-II on passing qualifying tests (Four Paper I Test) as prescribed in B.P.Ms.No.287, dt.1-5-1972.
3 . Deleted Category 4(b) LDC-Cum-Typist-Cum-Computer Operator by B.P. (P&G-Per) Ms.No.235, dt.3-8-93 and Category 4(a) is renumbered as Category 4.

[1]APSE Board Educational Service:

(1)	(2)	(3)
Class III		
Category 1 Head Master	Account Test for subordinate officers Part-I	To be passed within the period of probation in cases of direct recruitment and before promotion by promotees.
Category 2 School Assistant	Account Test for subordinate officers Part-I	To be passed within the period of probation in cases of direct recruitment and before promotion by promotees.

[2]APSE Board Medical Service:

(1)	(2)	(3)
Class II		
Category 1 Asst. Civil Surgeons	Account Test for Executive officers.	To be passed within a period of five years from the date of commencement of probation or from the date of the order of regular appointment whichever is later.

1 . Newly added by B.P.Ms.No.844, dt.11-8-1978.
2 . Newly added by B.P.ms.No.179, dt: 10.3.1980

Annexure – V

(Transfers and postings referred in Regulation 17)

Category (1)	Competent authority for issuing posting and transfer orders. (2)
1. Secretary to the Board, Financial Adviser; Chief Engineers.	A.P.S.E. Board.
Superintending Engineers; Chief Controller of Accounts.	Chairman A.P.S.E. Board.
2. [1]Assistant Secretaries and Public Relations Officers in Class II.	Chairman A.P.S.E. Board.
All categories in Class II and Class III of APSE Board [2]Personnel and General Services except Public Relations Officer in category 1, Class II	Secretary A.P.S.E. Board.
3. [3]Executive Engineers/Divisional Engineers	Chairman A.P.S.E. Board.
[4]Asst. Divisional Engineers	Chief Engineer [5](Superintending Engineers shall be competent to transfer Asst. Divisional Engineer other than Asst. Divisional Engineers/Telecommunication within their respective circles).
[6]Chief Chemist, [7]Senior Chemist [8]Senior Accounts Officer.	Chief Engineer Concerned.

1. ‘Assistant Secretary’ deleted and ‘Deputy Manager’ introduced by B.P.Ms.No.637, dt.29-6-1984. Again Dy.Manager is redesignated as Assistant Secretary by B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
2. Originally this is ‘Secretariat Service’. However there is no amendment.
3. Added by B.P.Ms.No.41, dt.27-1-1975, deleting the existing provisions.
4. AE redesignated as ADE by B.P.Ms.No.1235, dt.24-11-1978.
5. Added by B.P.Ms.No.41, dt.27-1-1975.
6. Sr.Chemist redesignated as Chief Chemist by B.P.Ms.No.157, dt.9-3-1981.
7. ‘Chemist’ is redesignated as ‘Senior Chemist’ by B.P.Ms.No.157, dt.9-3-1981.
8. “Sr.Chief Accountant’ redesignated as “Senior Accounts Officer” by B.P.Ms.No.4, dt.3-1-1979.

(1)	(2)
Stores Accounts Officer [1]Accounts officer [2]Assistant Accounts Officer [3]Labour Welfare Officers/ [Assistant Labour Welfare officers in class III]	Chief Engineer concerned.
4. [4]All categories in Class II APSE Board Engineering Service.	The Chief Engineer shall be competent to transfer and post within the Department. Superintending Engineer shall be competent to transfer and post within their respective circles.
5. [5]All categories in class III of APSE Board Accounts Service.	Financial Adviser and Chief Controller of Accounts within his office establishment. Superintending Engineer Concerned within their respective jurisdiction and Chief Engineers, KTPS, VTPS, RTPP within their jurisdiction. @ See page 285
6. APSE Board General Service: [6]Sub-Inspector of Bill collectors and Bill Collectors in Class III, Categories 1&2.	
In the exigencies of service, the authority competent to make posts and transfers may post full members or approved probationers or probationers in the categories specified in the corresponding entry in Column (2) thereof or vice versa.	

1 . "Chief Accountant" redesignated as "Accounts Officer" by B.P.Ms.No.4, dt.3-1-1979.
2 . "Dy.Chief Accountant" redesignated as "Assistant Accounts Officer" by B.P.Ms.No.4, dt.3-1-1979.
3 . Upgraded as Sr. L.W.O. vide B.P.Ms.No.152, dt.16-8-1992.
4 . Other categories deleted by B.P.Ms.No.637, dt.29-6-1984.
5 . Substituted by B.P. (P&G-Per) Ms.No.178, dt.18-7-1990.
6 . Deleted by B.P.Ms.No.99, dt.29-1-1988.

(1)	(2)
Superintending Engineer (Electrical)	Superintending Engineer (Civil)
Executive Engineer / Divisional Engineer (Electrical)	Executive Engineer/Divisional Engineer (Mech.) and (Civil)
[1]Asst. Divisional Engineer (Elecl./Telcom)	Asst. Divisional Engineer (Mech)
[2]Asst. Engineer / [3]A.A.E(Elecl/Tel-Com)	Asst. Engineer/ A.A.E(Civil/Mechnical)
Asst. Engineer (Elecl.)	AAE (Elecl./Civil)

Note (1) : If the transfer or sanction of leave to a member involves promotion of a pension not selected previously for such promotion by the Board or whose first appointment to the category concerned was not previously ordered by the Board, the matter shall be referred to the Board for orders.

(2) The powers conferred on the appointing authority may be exercised also by any authority to whom the appointing authority is administratively subordinate.

(3) All transfers and postings from the Jurisdiction of the appointing authority to that of another shall be made by the authority to which such appointing authorities are administratively sub-ordinate.

@ 1. CE/TL&SS for employees in respective Zones.
2. SE/TL&SS in respect of employees allocated, within the respective Circle and for deploying required personnel for TLC & 400 KV Construction Wings.
3. CE/Civil in respect of employees in Civil Wing.
4. CE/Telecom in respect of employees in Telecom Wing.

(For Transco only: .O.O.(Addl.Secy-Per) Ms.No.74, dt.28-06-2005)

[1]. AE redesignated as ADE by B.P.Ms.No.1235, dt.24-11-1978.
[2]. "JE" rerdesignated as "AE" by B.P.Ms.No.1235, dt.24-11-1975.
[3]. "Supervisor" redesignated as "A.A.E." by B.P.Ms.No.1356, dt.18-12-1978.

[1]ANNEXURE – VI

(Referred to in Regulation 14)

Class & Category (1)	Appointing Authority (2)	Method of Recruitment (3)	Qualification (4)	Competent authority for issuing postings and transfer orders (5)
Class I Category 1 Secretary to the Board.	A.P.S.E. Board	Transfer/ Deputation from Govt. subject to the approval of Government.	--	A.P.S.E. Board.
Category 2 [4]Chief General Manager (HRD&Trg)	A.P.S.E. Board	By transfer from among the Chief Engineers in APSEB Engineering Service or from any other service.	--	A.P.S.E. Board.
Category 3 Dy.Secretary/ Manager	A.P.S.E. Board	By promotion	[3]An approved probationer as Assistant Secretary. ([2]who is a graduate)	A.P.S.E. Board.

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1. Annexure VI added by B.P.Ms.No.637, dt.29-6-1984.
2. 'Who is a graduate' deleted by B.P. (P&G-Per) Ms.No.410, dt.2-1-1991.
3. Substituted by T.O.O. Ms.No.281, dt.30-12-2006.
4. Director Personnel is redesignated as General Manager (Personnel) vide T.O.O. (Per-DP) Ms.No.163, dt.7-5-1999. Again General Manager (Personnel) is redesignated as General Manager (HRD&Trg.) vide T.O.O. (Per-GM-P) Rt.No.179, dt.20-10-2003. Again General (HRD&Trg.) is redesignated as Chief General Manager (HRD&Trg.) vide T.O.O. (Per-GM/P) Ms.No.207, dt.2-12-2003.

1	2	3	4	5
Category 4 [1]Assistant Secretary	Chairman A.P.S.E. Board.	By promotion	From the Personnel Officers/Public Relations Officer/ [2](Labour Welfare Officer) in the P&G services who are graduates with [3]5 years of minimum service in class II service, by appointment from equal or higher cadre to that of Assistant Secretaries as per administrative convenience.	Chairman A.P.S.E. Board.
[4]**Category 5** Senior Labour Welfare Officer.	Chairman APSE Board	By promotion	i) Must have been recruited as Labour Welfare Officer. ii) Must have worked as Labour Welfare Officer for 10 years; and iii) Must be an approved probationer as Labour Welfare Officer.	Chairman APSE Board

1 . Deputy Manager is redesignated as Assistant Secretary in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
2 . Omited by B.P. (P&G-Per) Ms.No.152, dt.16-6-1992.
3 . Substituted for the words “Ten Years” by B.P.Ms.No.473, dt.28-1-1991.
4. Newly added by B.P. (P&G-Per) Ms.No.152, dt.16-6-1992.

1	2	3	4	5
Class II Category 1 Labour Welfare Officer.	Secretary APSE Board	By direct recruitment	i) First class graduate of a Recognised university ii) Post Graduate Degree or diploma in Social Sciences of any recognized University. iii) Experience in Industrial Relations in a large Factory for not less than one year shall be preferred. iv) Should not have completed 30 years of age as on July of the year. v) Shall pass the Accounts test for Executive Officers, Labour and Factories Department Test Part B&C and Acts and Regulations within the prescribed period of probation.	Secreatary APSE Board
		By Promotion	Graduate Assistants in Personnel & General service with 10 years experience possessing qualifications as above.	

1	2	3	4	5
Category 2 Public Relations Officer.	Secretary APSE Board	By direct recruitment	i) First class Graduate of a Recognized University. ii) Should have two years experience as Editor/Sub-Editor of a English Journal. iii) worked as Journalist in an English daily for two years. iv) Experience in Public relations work for not less than two years. v) Must pass the Departmental test i.e., Account Test for sub-ordinate officers Part-I and Acts and Board's Regulations within the prescribed period of probation.	Secretary APSE Board

1	2	3	4	5
		By promotion	Graduate [3]JPOs/ [1](Special grade Stenos) [4]Senior Stenos in P&G service with 10 years experience. He shall have experience in public relations work for atleast 5 years, shall also satisfy the conditions at items i&v above as required for direct recruitment.	
Category 3 [2]Personnel Officer.	Member Secretary	(A) 1/4 th of the vacancies by promotion from the cadre of A.P.O.	1) Must be an approved probationer in the cadre of A.P.O. 2) Must have rendered a minimum regular service of 5 years as A.P.O. 3) Must have passed Accounts Test for sub-ordinate officers Part-I 4) Must have passed Acts and Board's Regulation Test.	Member Secretary

1 . Deleted by B.P.Ms.No.217, dt.21-3-1985.
2 . Substituted by B.P.Ms.No.105, dt.26-5-1992.
3. Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
4. U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

(1)	(2)	(3)	(4)	(5)
		(B) ¾ th of the vacancies by promotion from the cadre of JPO / Senior Steno.	1) Must be a graduate. 2) Must be an approved probationer in the cadre of JPO / Senior Steno. 3) Must have passed Accounts Test for Sub-ordinate Officers Part-I. 4) Must have passed Acts and Board's Regulation Test. 5) Must have rendered a minimum regular service of [1]7 years as JPO/Senior Steno. 6) Senior Steno must have held charge of a seat as JPO for a period of not less than 2 years to become eligible for promotion as Personnel Officer. Provided that in the case of non-availability of candidates with 10 years experience as JPO/Senior Steno those who had put in 20 years of regular service as Assistant, Typist/Junior Steno and Junior Personnel Officer/ Senior Steno put together shall be considered for promotion to the category of PO subject to the condition that they should possess 5 years experience in the current cadre of Junior Personnel Officer / Senior Steno.	

[1] . Substituted 7 years in place of 10 years vide T.O.O. (Addl.Secy.-Per) Ms.No.227, dt.22-12-2008.

1	2	3	4	5
Class III Category 1 [1](Special Grade Stenographer)			Deleted.	
[2]**Category** 1 Asst. Personnel Officer.	CGM (HRD&Trg)	By direct recruitment	i) First class Graduate of First class post graduate ii) Preferably having post-graduate degree or diploma in Business Administration or personnel management. iii) Must pass Accounts test for sub-ordinate officers part-I and Acts and Board's Regulations test during the period of probation.	CGM (HRD&Trg)

Note (1): 25% of the vacancies arising in the cadre of Personnel Officer on the basis of yearly estimation made in terms of Regulation 8(1) (ii) of APSE Board Service Regulations Part-II shall be down graded as A.P.Os. at appropriate time for being filled in by direct recruitment. The cadre of APO shall be confined only to Headquarters.

Note (2): The A.P.Os. recruited shall be placed on training for a period of one year on a consolidated stipend. The period of training shall not count for probation and increment.

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[1]. "Special Grade Stenographer" deleted by B.P.Ms.No.217, dt.21-3-1985 by renumbering the existing categories 2 to 7 as categories 1 to 6.

[2]. Added by B.P. (P&G Per) Ms.No.105, dt.26-5-1992, renumbering the existing categories 1 to 6 as 2 to 7.

1	2	3	4	5
Category 2 [3]Junior Personnel Officer.	CGM (HRD&Trg)	By direct recruitment	First class degree of a recognized University. Must not have completed 30 years of age by July of the Year. Must pass the test i.e., Accounts Test for Subordinate Officers part-I and Acts and Board's Regulations before completing the period of probation.	CGM (HRD&Trg)
		By promotion	By promotion of Assistants/ [1]Assistant-Cum-Computer Operators/ Typists/ Junior Stenos in the Personnel and General services who are graduates. Must have passed the Accounts test for sub-ordinate officers part-I and the Acts and Regulations test with 5 years of minimum service as Assistant/ [1]Assistant-cum-Computer Operators/ Typists/Junior Stenos/ [2]Telephone Operator.	

1 . Inserted by B.P. (P&G Per) Ms.No.532, dt.10-2-1992.
2 . Added by B.P. (P&G Per) Ms.No.351, dt.23-9-93.
3. Assistant is redesignated as Junior Personnel Officer in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

1	2	3	4	5
		By Transfer	Approved probationers from any other service who are Graduates and who are in the equivalent cadre of Junior Personnel Officer. They should pass the prescribed test within a period of 2 years on appointment as JPO.	
Category 3 [2]Senior Steno	CGM (HRD&Trg)	By direct recruitment	Graduate who passed Govt. Technical Examination in Typewriting and Shorthand Higher Grade.	CGM (HRD&Trg)
		By Promotion	Typists and Junior Stenos in Personnel and General Service who have passed Government Technical Examination in Typewriting Higher and shorthand Higher Grade.	

[1]**Note (1):** "A pass in Diploma in Commercial practice with Typewriting and Shorthand as optional subjects be recognized as equivalent to a pass in Typewriting Lower and Shorthand (Lower) Examination respectively conducted by the Department of Technical Education. However, a candidate who possess Diploma in Commercial Practice with Typewriting as a special subject be recognized as equivalent to pass in Higher Grade Typewriting (English) conducted by the A.P. State Board of Technical Education and Training provided the candidate secures 40% marks in each of the papers of I, II and III (oral and practical) of the Examination excluding sessional marks".

[1]**Note (2):** "A pass in the Intermediate Vocational Course in "Office Assistantship" be recognized as equivalent to pass in Typewriting Higher Grade and Shorthand Lower Grade examination respectively conducted by the Andhra Pradesh State of Technical Education and Training, Hyderabad.

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1 . Note1, Note 2 added by B.P.Ms.No.1055, dt.8-12-1986.

2. U.D. Steno is redesignated as Senior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

1	2	3	4	5
[1]**Category 4(a)** [2]Assistant	CGM (HRD&Trg)	By direct recruitment	(i) Degree from a recognized University. Preference shall be given to first class graduates. [4](ii) Should pass Accounts Test for sub-ordinate Officers Part-I and Acts and Regulations Test for completing the prescribed period of @probation.	CGM (HRD&Trg)
		By transfer	(i) Approved probationers in the category of typists and Junior Stenos, [3]*Security Head Guards and Security Guards*, or from any other service who are graduates and have passed the Departmental tests in Accounts Test for sub-ordinate officers Part-I and Acts and Board's Regulations.	

1 . Renumbered as Cat. 4(a) by B.P. (P&G Per) Ms.No.532, dt.10-2-1992.
2. Junior Assistant is redesignated as Assistant in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.
3. Added vide B.P. (P&G-Per) Ms.No.592, dt.19-3-1994.
@ **Note:** All emergency Jr. Asst. be entitled to have their services Regularized under Reg. 23 of APSE Board SR II on passing the qualifying test (Four paper Test) as prescribed in B.P.Ms.No.283, dt: 1.5.1972 read with B.P. (P&G – Per) Ms.No.413, dt: 28.11.1991
4. Item (ii) is deleted by T.O.O. (GM(IR)-Per) Ms.No.91, dt.4-7-2003 (Executive instructions only) and the tests are prescribed for promotion to the next higher category.

1	2	3	4	5
			[2](ii) Provided that the Security Head Guards / Security Guard appointed as Assistants shall be required to pass Accounts Test for Sub-Ordinate Officers Part-I within a period of 2 years from the date of joining as Assistant.	
[1]**Category 4(b)** Assistant-Cum-Computer Operator.	CGM (HRD&Trg)	By direct recruitment	(1) Degree from a recognized University. Preference shall be given to 1st class graduates. (2) Diploma in computers. [3]D.O.E.'O' Level OR P.G. Diploma in Computer practices/ Applications issued by Government Institutions/ Universities/ Institutions recognized by the Government for issuing such Certificates.	CGM (HRD&Trg)
Note: Should pass Accounts test for sub-ordinate officers part I & Acts and Board's Regulations Test for completing the prescribed period of probation.				

1 . Added as Category 4(b) by B.P. (P&G-Per) Ms.No.532, dt.10-2-1992.
2. Added vide B.P. (P&G-Per) Ms.No.592, dt.19-3-1994.
3. Added vide B.P. (P&G-Per) Ms.No.385, dt.22-11-1999.

1	2	3	4	5
		By transfer	Approved probationers in the category of Assistants/Typists/ Junior Stenos of APSEB P&G services or equivalent categories from any other services. They shall satisfy the conditions at item (1) & (2) and Note above as required for direct recruitment.	
Category 5 (a) Typists@	CGM (HRD&Trg)	By direct recruitment	(i) Intermediate or its equivalent examination recognized by University. (ii) Govt. Technical examination in Typewriting by Higher Grade. (iii) Preference shall be given to graduates who possess Type-writing Higher Grade. [1](iv) Deleted. [2/3] "Must have passed Certificate Course in	CGM (HRD&Trg)

@ **Note:** All emergency Typist/Steno-typists shall be entitled to have their services regularized under Reg.23 of A.P.S.E.Board, S.R. Part-II on passing qualifying test (one paper test) as prescribed in B.P.Ms.No.287, dt.1-5-1977 and deleted by T.O.O. (GM(IR)-Per) Ms.No.91, dt.4-7-2003 (Executive instructions only) and the tests are prescribed for promotion to the next higher category.

1. "Must pass the tests of" Deleted by B.P. (P&G-Per) MsNo.172, dt.8-7-1991.
2. Added by T.O.O. (Addl.Secy.) Ms.No.86, dt.26-7-08.
3. Substituted vide T.O.O.(Addl.Secy-Per) Ms.No.284, dt.6-3-2010.

			Computer Application/Office Automation (MS-Office) offered by the Institutions recognized by the Government of Andhra Pradesh. Provided that in respect of initial appointment to dependents of deceased employees, the qualification for pass in Computer Application/Office Automation (MS-Office) offered by the Institutions recognized by the Government of Andhra Pradesh shall be relaxed. They should however acquire the said qualification within two years from the date of their appointment".	

1	2	3	4	5
		By Transfer	From any other service [1]*including Security Guards and Security Head Guards* in the Board with a pass in Intermediate examination Typewriting Higher Grade. Must pass the Accounts Test for Sub-Ordinate Officers Part-I and Acts and Board's Regulations within 2 years of transfer.	

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[1] . Added vide B.P. (P&G-Per) Ms.No.151, dt.21-9-1995.

[1]**Note (1):** "A pass in Diploma in commercial practice with typewriting and shorthand as optional subjects be recognised as equivalent to a pass in Typewriting Lower and Shorthand Lower Examination respectively conducted by the Department of Technical Education. However a candidate who possess Diploma in Commercial Practice with Typewriting as a special subject be recognized as equivalent to pass in Higher Grade Typewriting (English) conducted by the A.P. State Board of Technical Education and Training provided the candidate secures 40% marks in each of the papers of I, II and III (oral and practical) of the Examination excluding sessional marks".				
[1]**Note (2):** "A pass in the Intermediate vocational course in 'Office Assistantship' be recognized as equivalent to pass in Typewriting Higher Grade and Shorthand Lower Grade Examinations respectively conducted by the A.P.State Board of Technical Education and Training, Hyderabad".				
b) [3]Junior Steno @	Direct Personnel	By direct recruitment	(i) Pass in Intermediate or its equivalent examination reorganized by University. (ii) Govt. Technical Examination in Typewriting and Shorthand by Higher Grade. (iii) Preference shall be given to Graduates who possess Typewriting and Shorthand Higher Grade Qualification. (iv) [2]Deleted.	CGM (HRD&Trg)

[1] . Note 1 and Note 2 added by B.P.Ms.No.1055, dt.8-12-1986.

@ Note: All emergency Typist/Steno-typists shall be entitled to have their services regularized under Reg. 23 of APSE Board SR II on passing the qualifying test (one paper Test) as prescribed in B.P.Ms.No.287, dt: 1.5.1977 and deleted by T.O.O. (GM(IR)-Per) Ms.No.91, dt.4-7-2003 (Executive instructions only) and the tests are prescribed for promotion to the next higher category.

[2] . "Must pass the tests of" Deleted by B.P. (P&G-Per) Ms.No.172, dt.8-7-1991.

3. Steno-Typist is redesignated as Junior Steno in B.P. (P&G-Per) Ms.No.15, dt.28-4-1998.

1	2	3	4	5
		By transfer	(i) By transfer of approved probationer from any other service [2]*including Security Guards and Security Head Guards.* (ii) Must possess a pass in Intermediate or its equivalent examination recognized by University. (iii) Must have passed Govt. Technical Examination in Typewriting and Shorthand by Higher Grade.	

[1]**Note (1):** "A pass in Diploma in 'Commercial Practice' with Typewriting and Shorthand as Optional subjects be recognized as equivalent to a pass in Typewriting Lower and shorthand (Lower) Examination respectively conducted by the Department of Technical Education. However, a candidate who possess Diploma in commercial practice with Typewriting as a special subject be recognized as equivalent to pass in Higher Grade Typewriting (English) conducted by the A.P. State Board of Technical Education and Training provided the candidate secure 40% marks in each of the papers of I, II and III (oral and practical) of the Examination excluding sessional marks".

[1]**Note (2):** "A pass in the Intermediate Vocational Course in 'Office Assistantship' be recognized as equivalent to pass in Typewriting Higher Grade and Shorthand Lower Grade examination respectively conducted by the Andhra Pradesh State of Technical Education and Training, Hyderabad".

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1 . Note 1 and Note 2 added by B.P.Ms.No.1055, dt: 08.12.1986.
2. Added vide B.P. (P&G-Per) Ms.No.151, dt.21-9-1995.

1	2	3	4	5
Category 6 Telephone Operator	CGM (HRD&Trg)	By direct recruitment	Pass in Intermediate or its equivalent examination recognized by University.	CGM (HRD&Trg)
		By transfer	By Transfer of approved probationers from any other service including O&M who possess a pass in Intermediate or its equivalent examination recognized by University.	
Category 7 Lift Mechanic	CGM (HRD&Trg)	By direct recruitment	(i) Must have passed 10th class or its equivalent examination as minimum General Educational qualification. (ii) Experience of 2 years in repairing of lifts.	CGM (HRD&Trg)
Note: Existing incumbents who are in the categories for which new tests have now been prescribed should pass the tests within a period of four years from the date of these regulations coming into force.				

ANDHRA PRADESH STATE ELECTRICITY BOARD

ABSTRACT

Regulations – APSEB Service Regulations – Conducting of newly introduced Job Oriented Tests for certain categories of employees of A.P. State Electricity Board Personnel and General Service and A.P. State Electricity Board Accounts Service – Deferred – Orders – Issued.

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B.P. (P&G-Per) Ms.No.166 dated 11-11-1996.

Read the following:-

1. B.P. (P&G-Per) Ms.No.127, dated 27-6-94.
2. B.P. (P&G-Per) Ms.No.100, dated 11-8-95.
3. From the Chief Engineer (Training) Note dt.20-9-96.

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PROCEEDINGS:-

In the B.Ps. cited orders have been issued prescribing Job Oriented Tests to certain categories of employees under Andhra Pradesh State Electricity Board Personnel & General Service and Andhra Pradesh State Electricity Board Accounts Service in placed of existing departmental tests.

2. The Chief Engineer/Training, Corporate Training Institute, Hyderabad has issued a Notification inviting applications from the candidates for the newly prescribed Job Oriented Departmental Tests also to be conducted in November, 1996.

3. The Employees Unions have represented that the books required for appearing for the newly prescribed Job Oriented Tests are not available in sufficient number for use of employees and requested to defer conducting of Job Oriented Tests prescribed till books are made available.

4. The Andhra Pradesh State Electricity Board after careful consideration, issues the following orders:-

(i) the conducting of the Job Oriented Tests prescribed for certain categories of employees in Andhra Pradesh State Electricity Board P&G Service and Andhra Pradesh State Electricity Board Accounts Service shall be deferred till the books required care got printed duly updating

and

(ii) the departmental tests existing prior to introduction of Job Oriented Tests shall however be conducted by the Chief Engineer/Training as usual until further orders.

(BY ORDER AND IN THE NAME OF THE ANDHRA PRADESH STATE ELECTRICITY BOARD)

A.K.KUTTY
MEMBER SECRETARY

TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED

ABSTRACT

APTRANSCO – Giving preference to the local candidates in the direct recruitments – Organising the local cadres – Implementation of spirit of Presidential Order – Orders – Issued.

T.O.O. (Addl.Secy-Per) Ms.No.62 dated 25-06-2007.

Road the following:-

1. From Prl.Secretary to Govt.Public Enterprises (III) Dept. GOAP, Lr.No.609/P.E.(III)/A1/2007-2, dt.24-4-2007.

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O R D E R:

In the letter cited, it has been intimated that the spirit of the Presidential Order could be observed while making direct recruitments in the local cadre appointments to the offices under Public Sector Undertakings in the State duly examining the matter at the Board level.

2. After care consideration, the Transmission Corporation of A.P. Ltd., hereby directs the spirit of the Presidential Order shall be observed while making direct recruitments in the local cadre appointments in APTRANSCO based on the following points:

(i) The CE/TL&SS Zone be declared as the ‘Local Area’ for ‘Localising’ the Sub-Engineer cadre in Engineering Service, LDC/Typist/Attender (redesignated as Office-Subordinate) in Accounts Service for the purpose of the recruitment following the spirit of Presidential Order.

(ii) The TL&SS Circles be declared as the ‘Local Areas’ for ‘localising’ the JLM in O&M service for the purpose of recruitment following the spirit of Presidential Order.

(iii) The Junior Accounts Officer (JAO) cadre in the Accounts Service and all posts in P&G Service be kept outside the purview of locallisation in terms of the Presidential Order.

(BY ORDER AND IN THE NAME OF APTRANSCO)

RACHEL CHATTERJEE
CHAIRMAN & MANAGING DIRECTOR

TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED

ABSTRACT

APTRANSCO – Giving preference to the Local Candidate in Direct Recruitment – Recruitment procedure, Definition of Local Candidate, Percentage of reservation of posts in respect of local candidates in Direct Recruitments for Local Cadre Posts for following Spirit of Presidential Orders – Orders – Issued.

T.O.O. (Addl.Secy.-Per) Ms.No.11 dated 11-04-2008.

Read the following:-

1. From Prl.Secretary to Govt.Public Enterprises (III) Dept. GOAP, Lr.No.609/P.E.(III)/A1/2007-2, dt.24-4-2007.
2. T.O.O. (Addl.Secy-Per) Ms.No.62, dated 25-06-2007.

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O R D E R:-

In the T.O.O. cited, orders were issued to observe Spirit of the Presidential Orders while making direct recruitments in the local cadre appointments in APTRANSCO based on the following points:-

(i) The CE/TL&SS Zone be declared as the 'Local Area' for 'Localising' the Sub-Engineer cadre in Engineering Service, LDC/Typist/Attender (redesignated as Office-Suordinate) in Accounts Service for the purpose of the recruitment following the spirit of Presidential Order.

(ii) The TL&SS Circles be declared as the 'Local Areas' for 'localising' the JLM in O&M service for the purpose of recruitment following the spirit of Presidential Order.

(iii) The Junior Accounts Officer (JAO) cadre in the Accounts Service and all posts in P&G Service be kept outside the purview of locallisation in terms of the Presidential Order.

2. After careful consideration, the Transmission Corporation of A.P.Limited, further directs the following procedure to be followed while making direct recruitments in the local cadre appointments in APTRANSCO duly giving preference to the Local Candidates for following spirit of the Presidential Order for the Posts of Sub-Engineer Cadre in Engineering Service, LDC/Typist/Attender (re-designated as Office Sub-Ordinate) cadres in Accounts Service and JLM cadre in O&M Service.

A. Recruitment Procedure:

i) The number of posts reserved in favour of local candidates in relation to the local area in respect of the category of posts in the local cadre shall first be determined; this number shall be the prescribed percentage of all the vacant post to be filled by direct recruitment, any fraction of post being counted as one provided that there shall be atleast one post unreserved.

ii) From amongst all eligible applicants, whether such applicant are local candidates or not, provisional list of selected candidates to fill up all the available vacant posts shall be drawn up. This provisional list shall be prepared on the basis of the relative merits of all eligible applicant and the reservations in favour of the Scheduled Castes, the Schedule Tribes, Backward Classes, Physically Handicapped persons etc., as provided under the relevant Service Rules. The candidates included in the provisional selection list shall be arranged in order of merit or where the service regulations provide for their arrangement in the order of the rotation specified in Schedule-III of Regulation 22 of A.P.Transco Service Regulations Part-II, in the order so provided.

iii) The provisional selection list shall be scrutinized to ascertain the number of the local candidates finding the place in that list. If the number of local candidates finding of a place in the provisional selection list equals or exceeds the number of posts reserved in favour of local candidates, such provisional selection list shall be deemed to be final selection list. If, however, on the scrutiny mentioned above, if it is found that number of local candidates finding a place in the said provisional selection list falls short of the number of vacancies reserved in favour of local candidates, the local candidates not included in the provisional selection list shall be arranged in order of merit in a separate list referred to as a remainder list. Thereafter, the candidates other than local candidates referred to as "non-local" candidates finding a place in the provisional selection list shall be successively eliminated in the reverse order from the bottom of such list and replaced by local candidates selected in order of merit from the remainder list, so however, that the provisions in the service rules for reservation of appointments in favour of Schedule Castes, Scheduled Tribes, Backward Classes etc., are observed to the extent that they are not in consistent with the provisions of the Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 i.e., Presidential Order. This process of successive elimination of non-local candidates and their replacement by local candidates shall be continued until the number of local candidates in the provisional selection list equals the number of posts reserved for such candidates. At that stage, the provisional selection list as so modified shall be deemed to be the final selection list.

iv) For each recruitment, the number of vacancies to be filled up should be divided into:-

i) Open vacancies to be filled on merit.

ii) Vacancies reserved for Local Candidates.

From the combined merit list, the open vacancies should be filled up first. Thereafter, the vacancies reserved for local candidates should be filled up by local candidates alone in order of their merit. However, the existing communal roster etc., have to be followed.

B. Local Candidate:

A candidate for direct recruitment to any post shall be regarded as a local candidate in relation to a local area on the following conditions:

i) Who has studied for the maximum period out of seven years immediately preceding the passing of the qualifying examination or Xth class whichever is lower in the concerned local area.

ii) Where the periods of his residence is two or more local areas are equal such local area where he has resided last in such equal periods.

iii) In cases where Visually Handicapped and Hearing Handicapped persons studied in the special schools meant for them, the native place of the parents of such Visually Handicapped and Hearing Handicapped persons will be the local area.

3. The following percentage of reservation of posts in respect of local candidates shall be followed while making direct recruitment in A.P.Transco for following the Spirit of the Presidential Order.

i) 80% of the posts to be filled by direct recruitment shall be reserved for the local candidates, in respect of category of posts LDC/Typist/Office Subordinate in Accounts Service in concerned TL&SS Zone, which was declared as local area for the said posts. The remaining 20% of the posts shall be filled by open competition wherein the local and non-local candidates can compete.

ii) 80% of the posts to be filled by direct recruitment shall be reserved for the local candidates, in respect of JLM cadre in O&M Service in concerned TL&SS Circle, which was declared as local area for the said post. The remaining 20% of the posts shall be filled by open competition wherein the local and non-local candidates can compete.

iii) 70% of the posts to be filled by direct recruitment shall be reserved for the local candidates, in respect of Sub-Engineer cadre in Engineering Service in concerned TL&SS Zone, which was declared as local area for the said post. The remaining 30% of the posts shall be filled by open competition wherein the local and non-local candidates can compete.

4. Necessary amendments to the APSEB Service Regulations as adopted by A.P.Transco will be issued separately.

(BY ORDER AND IN THE NAME OF TRANSMISSION CORPORTION OF A.P.LIMITED)

AJEYA KALLAM
CHAIRMAN & MANAGING DIRECTOR

TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED

ABSTRACT

AP.Transco – Giving preference to local candidates in direct recruitment – Localization of the cadres of Assistant Engineer and Junior Accounts Officer, Percentage of reservation of posts in respect of local candidates in direct recruitment for the cadres of Assistant Engineer and Junior Accounts Officer for following spirit of Presidential Order - Orders – Issued.

T.O.O.(Addl.Secy.-Per)Ms.No.136 dated 12-09-2008.

Read the following:-

1. From Prl. Secretary to Govt., Public Enterprises (III) Dept., GOAP Lr.No.609/A1/2007-2, Dt.24.4.2007
2. T.O.O.(Addl.Secy) Ms.No.62, Dt.25.06.2007
3. T.O.O.(Addl.Secy) Ms.No.11, Dt.11.04.2008
4. T.O.O.(Addl.Secy) Ms.No.12, Dt.11.04.2008
5. T.O.O.(Addl.Secy) Ms.No.29, Dt.07.05.2008
6. T.O.O.(Addl.Secy) Ms.No.30, Dt.07.05.2008
7. From Special Chief Secretary to Government, Energy Department, Govt. of A.P. D.O.Lr.No.1267/Ser/2005, Dt.20.08.2008

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O R D E R :-

In the T.O.O. 2nd cited, orders were issued to observe Spirit of the Presidential Order while making direct recruitments in the local cadre appointments in APTRANSCO based on the following points:

(i) The CE/TL&SS zone be declared as the ‘Local Area’ for ‘Localising’ the Sub-Engineer cadre in Engineering Service, LDC/Typist/Attender (re-designated as Office-Subordinate) in Accounts Service for the purpose of the recruitment following the spirit of Presidential Order.

(ii) The TL&SS Circles be declared as the ‘Local Areas’ for ‘localizing’ the JLM in O&M service for the purpose of recruitment following the spirit of Presidential Order.

(iii) The Junior Accounts Officer (JAO) cadre in the Accounts service and all posts in P&G service be kept outside the purview of localization in terms of the Presidential Order.

2. In T.O.O. 3rd cited orders were issued on recruitment procedure, definition of local candidates, percentage of reservation of posts in respect of local candidates in direct recruitments for local cadre posts which are mentioned in T.O.O. 2nd cited for following the spirit of Presidential Order. Accordingly, amendment to APSEB Service Regulations Part-II was issued in T.O.O. 4th cited.

3. After careful consideration, Transmission Corporation of A.P.Limited further directs that the spirit of Presidential Order shall be observed while making

direct recruitment to the local cadre appointments in APTRANSCO based on the following point:

> "The CE/TL&SS Zone shall be declared as the local area for localizing the Assistant Engineer Cadre in Engineering Service and Junior Accounts Officer Cadre in Accounts Service for the purpose of recruitment for following the spirit of Presidential Order".

4. The following percentage of reservation of posts in respect of local candidates shall be followed while making direct recruitment in APTRANSCO for following the spirit of Presidential Order.

i) 70% of the posts to be filled by direct recruitment shall be reserved for local candidates in respect of Jr.Accounts Officer in Accounts Service in concerned TL&SS Zone, which was declared as local area for the said post. The remaining 30% of the posts shall be filled by open competition wherein local and non local candidates can compete.

ii) 60% of the posts to be filled by direct recruitment shall be reserved for local candidates in respect of Assistant Engineer in Engineering Service, in concerned TL&SS Zone, which was declared as local area for the said post. The remaining 40% of the posts shall be filled by open competition wherein local and non local candidates can compete.

5. The recruitment procedure and definition of local candidates mentioned in T.O.O. 3rd cited shall also be applicable in respect of direct recruitments to the cadres of Assistant Engineer and Junior Accounts Officer which were declared as Local Cadre Posts for following spirit of Presidential Order.

[1]6. The posts in the Corporate Office may be treated as outside the purview of local area and excluded from the modalities as specified in para-4.

7. The districts falling within the Chief Engineers/TL&SS Zones are as follows:-

ZONE	Districts covered
Hyderabad Zone	Hyderabad, Ranga Reddy, Mahaboobnagar, Medak and Nalgonda.
Warangal Zone	Warangal, Nizamabad, Adilabad, Karimnagar and Khammam.
Kadapa Zone	Kadapa, Chittoor, Anantapur and Kurnool.
Vijayawada Zone	Krishna, Guntur, Prakasam and Nellore.
Visakhapatnam Zone	Visakhapatnam, Vizianagaram, Srikakulam, East Godavari and West Godavari.

8. While making recruitment to Local Cadre/Non-local Cadre posts, Rule of Reservation, Qualifications etc., mentioned in the Service Regulations shall be followed.

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[1]. In T.O.O. (Addl.Secy-Per) Ms.No.154, dt.25-09-2008 amendment is issued to the T.O.O. (Addl.Secy-Per) Ms.No.136, dt.12-09-2008 by adding paras 6,7 and 8 respectively and existing para 6 is renumbered as para 9.

9. Necessary amendments to the APSEB Service Regulations as adopted by APTRANSCO will be issued separately.

(BY ORDER AND IN THE NAME OF TRANSMISSION CORPORATION OF A.P.LIMITED)

AJEYA KALLAM
CHAIRMAN & MANAGING DIRECTOR

TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED

A B S T R A C T

REGULATIONS – Declaration of respective Zone/Circle as Unit of Operation to the Cadre of Assistant Engineer - Amendments to Service Regulations – Orders - Issued.

T.O.O.(Addl.Secy-Per) Ms.No.12 Dt.07.04.2011

Read the following:-

3. T.O.O.(Addl.Secy-Per) Ms.No.62, Dt.25.06.2007
4. T.O.O.(Addl.Secy-Per) Ms.No.11, Dt.11.04.2008
5. T.O.O.(Addl.Secy-Per) Ms.No.12, Dt.11.04.2008
6. T.O.O.(Addl.Secy-Per) Ms.No.136, Dt.12.09.2008
7. T.O.O.(Addl.Secy-Per) Ms.No.154, Dt.25.09.2008
8. T.O.O.(Addl.Secy-Per) Ms.No.155, Dt.25.09.2008
9. T.O.O.(Addl.Secy-Per) Ms.No.69, Dt.02.07.2008
10. T.O.O.(Addl.Secy-Per) Ms.No.70, Dt.16.06.2009
11. T.O.O.(Addl.Secy-Per) Ms.No.43, Dt.30.04.2010

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O R D E R:

In T.O.O. 1st cited, orders were issued to observe Spirit of Presidential Order while making direct recruitments in the local cadres appointments in APTRANSCO based on certain points mentioned therein.

2. In T.O.O.2nd cited orders were issued on recruitment procedure, definition of local candidates, and percentage of reservation of posts in respect of local candidates in direct recruitments for local cadre posts in TL&SS Zone for following Spirit of Presidential Order. Accordingly, amendments were issued to APSEB Service Regulations Part-II as adopted by APTRANSCO in T.O.O.3rd cited.

3. In T.O.O. 4th read with T.O.O. 5th cited orders were issued localizing the cadres of Assistant Engineer and Junior Accounts Officer duly declaring the local areas and percentage of reservation of posts in respect of local candidates in direct recruitment for the cadres of Assistant Engineer and Junior Accounts Officer for following Spirit of Presidential Order. Accordingly, amendments were issued to Regulation 22 of APSEB Service Regulations Part-II as adopted by APTRANSCO in T.O.O. 6th cited.

1. In T.O.O.7th & 8th cited orders were issued reorganizing Civil & Telecom Wings into five circles namely Hyderabad, Warangal, Vizag, Vijayawada & Kadapa Circles.

2. In T.O.O.9th cited separate orders were issued that the spirit of the Presidential Order shall be observed while making direct recruitments in the local cadre appointments in Civil and Telecom Wings of APTRANSCO based on the points mentioned therein duly following the procedure of recruitment, local candidates definition, Rule of Reservation and percentage of reservation of posts as per the orders/guidelines issued in T.O.O.1st to 5th cited.

2. After careful consideration, the Transmission Corporation of A.P. Limited in exercise of powers conferred to Rule 7 of the Andhra Pradesh Electricity Reforms (Transfer Scheme) Rules, 1999, hereby orders that the respective Zone/Circle shall be declared as Unit of Operation to the cadre of Assistant Engineer for following Spirit of Presidential Order. Accordingly, the following Amendments are issued to Regulation 10(i) of APSEB Service Regulation Part-III as adopted by APTRANSCO is issued.

AMENDMENT-I

The words "All categories and classes in A.P.S.E.Board Engineering Service excepting category 2 under Class III in Brach (V) and categories 1 and 2 of Class III of Branch VI" occurred in Column (1)- "Name of Class or category" under item (b) of the said Regulations shall be substituted with the following words:

"All categories and classes in A.P.S.E.Board Engineering Service excepting "category-2" under Class-II in Branch-I-Electrical, Branch-III-Mechanical & Branch-IV-Telecommunications, "category-3" under Class-II in Branch-II-Civil, "category-1" under Class-III in Branch V-Chemists and "category-1" of Class III of Branch VI-Draughtsman"

AMENDMENT-II

The following words shall be added as item (j) & item (k) after item (i) in the said Regulations.

Name of the class or category	Unit of Operation
(j) Assistant Engineer under Class-II in Branch-I-Electrical & Branch-III-Mechanical of A.P.S.E.Board Engineering Service	Zone
(k) Assistant Engineer under Class-II in Branch-II-Civil & Branch-IV-Telecommunications of A.P.S.E.Board Engineering Service	Circle

7. These orders are also available on APTRANSCO Website and can be accessed at the address **http://www.aptransco.gov.in.**

(BY ORDER AND IN THE NAME OF TRANSMISSION CORPORATION OF A.P. LIMITED)

AJAY JAIN
CHAIRMAN & MANAGING DIRECTOR

TRANSMISSION CORPORATION OF ANDHRA PRADESH LIMITED

A B S T R A C T

REGULATIONS – Declaration of respective Zone/Circle as Unit of Operation to the Cadre of Assistant Engineer for following Presidential Order – Certain instructions - Issued.

T.O.O.(Addl.Secy-Per) Ms.No.13 Dt.07.04.2011

Read the following:-

T.O.O.(Addl.Secy-Per) Ms.No.12, Dt.07.04.2011

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O R D E R:

In T.O.O. cited respective Zone/Circle was declared as Unit of Operation to the Cadre of Assistant Engineer for following Presidential Order duly amending Regulation 10(i) of APSEB Service Regulations Part-III as adopted by APTRANSCO. Accordingly, the following instructions shall be followed scrupulously in respect of Assistant Engineer Cadre in respective Unit of Operation for following Spirit of Presidential Order.

12. The inter-se-seniority in respective Zones/Circles shall be prepared and maintained in the respective Unit based on the Merit-cum-Seniority list prepared and maintained in Head Quarters.

13. The Commencement and Completion of Probation of Employees shall be declared in respective Unit of Operation.

14. The request for rectification of Senior-Junior Pay Anomalies arisen if any shall be allowed within Unit of Operation only.

15. The request for rectification of Senior-Junior Pay Anomalies arisen outside the Unit of Operation shall not be allowed under any circumstances.

16. The inter-se-seniority list prepared in respective Unit of Operation has to be consolidated as per Merit-cum-Seniority list prepared and maintained at Head Quarters and the same has to be followed while promotions to next higher cadre i.e. Asst. Divisional Engineer which is a state-wide post.

2. These orders are also available on APTRANSCO Website and can be accessed at the address **http://www.aptransco.gov.in.**

(BY ORDER AND IN THE NAME OF TRANSMISSION CORPORATION OF A.P. LIMITED)

AJAY JAIN
CHAIRMAN & MANAGING DIRECTOR

A Brief Note on the Recruitment Process in the GOAP
(As mentioned in the AP State & Subordinate Services Rules, 1996)

Rule 22. Special Representation (Reservation): - (1) Reservations may be made for appointments to a service, class or category in favour of Scheduled Castes, Scheduled Tribes, Backward Classes, Women, Physically Handicapped, Meritorious Sportsman, Ex-Servicemen and such other categories, as may be prescribed by the Government from time to time, to the extent and in the manner specified hereinafter in these rules or as the case may be, in the special rules. The principle of reservation as hereinafter provided shall apply to all appointments to a service, class or category –

(i) by direct recruitment, except where the Government by a General or special order made in this behalf, exempt such service, class or category;

2 (a) The unit of appointment for the purpose of direct recruitment shall be hundred vacancies of which fifteen shall be reserved for Scheduled Castes, six shall be reserved for Scheduled Tribes, twenty nine shall be reserved for Backward Classes and the remaining fifty appointments shall be made on the basis of Open Competition and subject to Rule 22-A of these rules.

(b) Out of fifty appointments to be made on the basis of Open Competition, three appointments shall be reserved for direct recruitment of the physically handicapped persons.

(c) In the case of appointments to clerical posts including the posts of Typists, i.e., in Group II and Group IV services and in the case of posts in the APPSC, to which the principle of reservation of appointments applies, out of fifty, as the case may be, forty eight appointments to be made on the basis of open competition, two appoints shall be reserved for direct recruitment of Ex.-servicemen.

(e) Appointments under this rule shall be made in the order of rotation specified below in a unit of hundred vacancies:

<u>ROSTER POINTS</u>

1	OC(W)	36	OC	71	OC(W)
2	SC(W)	37	OC	72	SC
3	OC	38	OC(W)	73	OC
4	BC-A(W)	39	BC-D	74	BC-B
5	OC	40	OC	75	ST

6	OC-PH (VH) (W)	41	SC	76	OC
7	SC	42	OC	77	SC
8	ST(W)	43	BC-D	78	OC(W)
9	OC	44	BC-E	79	BC-A
10	BC-B(W)	45	BC-A(W)	80	OC
11	OC	46	OC	81	BC-B(W)
12	OC(W)	47	SC(W)	82	OC
13	OC	48	OC	83	ST
14	BC-C*	49	BC-B(W)	84	OC(W)
15	OC	50	OC(W)	85	BC-B
16	SC	51	OC	86	OC
17	OC(W)	52	SC	87	SC(W)
18	BC-D(W)	53	OC	88	OC
19	BC-E(W)	54	BC-A	89	BC-D
20	BC-A	55	OC(W)	90	OC(W)
21	OC	56	OC-PH (OH)	91	SC
22	SC(W)	57	OC	92	OC
23	OC(W)	58	ST(W)	93	BC-D
24	BC-B	59	OC(W)	94	BC-E
25	ST	60	BC-B	95	BC-B
26	OC	61	OC	96	OC(W)
27	SC	62	SC	97	SC
28	OC	63	OC	98	OC
29	BC-A	64	BC-D(W)	99	BC-B(W)
30	OC(W)	65	OC(W)	100	OC
31	OC-PH (HH)	66	SC(W)		
32	OC	67	OC		
33	ST	68	BC-D		
34	OC(W)	69	BC-E		
35	BC-B	70	BC-A		

* In every third cycle of 100 points roster, this point shall be reserved for Women belonging to BC-C category. (G.O.Ms.No.1, BC Welfare (C2) Dept., dt.25-1-2008.)

Note:- Roster Points 19, 44, 69 and 94 are allotted to BC(E) category vide orders issued in G.O.Ms.No.30, BC(C2) Dept., dt.21-9-07.

Provided that:

(i) In case of appointments to a post referred to in sub rule (c) the 13th and 37th turns in each unit of hundred vacancies shall be reserved for ex-servicemen. Out of 13th and 37th roster points, preference to one of the two

points for women can be given and if women candidates are not available, both the points with men shall be considered. However, wherever the Special or Ad-hoc Rules provide that there shall be no reservation for ex-servicemen or if a qualified and suitable candidate is not available from ex-servicemen, the turn allotted to ex-servicemen shall be deemed to be allotted to Open Competition.

(ii) In the second cycle of 100 roster points the following points shall be reserved as follows:

106.	(Visually Handicapped)	(Open)
131.	(Hearing Handicapped)	(Women)
156.	(Orthopaedically Handicapped)	(Open)

In the third cycle of 100 roster points the following points shall be reserved as follows:

206.	(Visually Handicapped)	(Open)
231.	(Hearing Handicapped)	(Open)
256.	(Orthopaedically Handicapped)	(Women)

The 6th, 31st and 56th points in each cycle of 100 vacancies shall be allotted to Visually Handicapped, Hearing Handicapped an Orthopaedically Handicapped persons respectively as stated above and where qualified and suitable candidates are not available from among them, the turn allotted for them in the unit referred to above shall be carried forward for three succeeding recruitment years. In the third succeeding recruitment year, if disabled candidates from any category are not available shall be filled by next group of disabled in rotation by effecting interchange and the reservation shall cease thereafter.[Subs. By G.O.Ms.No.252, G.A.D., Dt.28.08.2004, w.e.f. 27.11.2003]

(f) The reservation in the case of Backward Classes (Group-A), (Group-B), (Group-C), Group-D) and as the case may be (Group-E) and Physically handicapped persons shall be in force for the period commencing from the 23rd September, 1990 to 31st May, 2011. (G.O.Ms.No.147, GA (Ser. D), Dt.16.05.2003, w.e.f. 01.06.2001)

(g) If in any recruitment, qualified candidates belonging to the Scheduled Castes, Scheduled Tribes, Backward Classes (Group-A), (Group-B), (Group-C), Group-D) and as the case may be (Group-E) and the women are not available for appointment to any or all the vacancies reserved for them, a limited recruitment confined to candidates belonging to them shall be made immediately after the general recruitment to select and appoint qualified candidates from among the persons belonging to these communities to fill such reserved vacancies.

(h) (I) If in any recruitment, qualified candidates belonging to Scheduled Castes, Scheduled Tribes, Backward Classes (Group-A), (Group-B), (Group-C), Group-D) and as the case may be (Group-E) and the women are not available for appointment to all or any of the vacancies reserved for them even after conducting a limited recruitment as specified sub-rule (g), such vacancies or vacancy may be allotted to the Open Competition after obtaining the permission of the Government and may, thereafter, be filled by a candidate or candidates selected on the basis of open competition.

(II) Where any vacancies reserved for the Scheduled Castes or Scheduled Tribes or Backward Classes (Group-A), (Group-B), (Group-C), Group-D) and as the case may be (Group-E) or Women are so filled by candidates belonging to other communities, an equal number of vacancies shall be reserved in the succeeding recruitment or for the Scheduled Castes or Scheduled Tribes or Backward Classes or Women in addition to the vacancies that may be available for that recruitment for them and if in the said succeeding recruitment year also, qualified candidates belonging to the Scheduled Castes, or Scheduled Tribes or Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) or Women are not available for appointment to all or any of the additional vacancies which are so reserved in that succeeding recruitment year, an equal number of vacancies shall again be reserved in the next succeeding recruitment year for the Scheduled Castes or Scheduled Tribes or Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) or Women in addition to the number of vacancies that may be available for the next succeeding recruitment for the Scheduled Castes or Scheduled Tribes or Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) or Women :

Provided that if in the said second succeeding recruitment also no qualified candidates belonging to the Scheduled Castes or Scheduled Tribes or Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) or Women are available for appointment to all or any of the additional vacancies which are so reserved in that succeeding recruitment year, an equal number of vacancies shall again be reserved in the next succeeding recruitment for the Scheduled Castes or Scheduled Tribes or Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) or Women in addition to the number of vacancies that may be available for the next succeeding recruitment for the Scheduled Castes or Scheduled Tribes or Backward Classes or Women ;

Provided further that in the third succeeding recruitment if qualified candidates belonging to Scheduled Tribes or as the case may be Scheduled

Castes are not available, a vacancy reserved to be filled by a candidate belonging to Scheduled Tribes may be filled by a candidate belonging to Scheduled Castes and a vacancy reserved to be filled by a candidate belonging to Scheduled Castes may be filled by a candidate belonging to Scheduled Tribes and if a qualified candidate belonging to a particular group of Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) is not available for appointment, the vacancy reserved to that group shall accrue to the next group ;

Provided further that if after three successive recruitments, if no candidate belonging to Scheduled Castes, Scheduled Tribes and Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) or Women is available, such vacancy will be treated as dereserved.

(III) If any additional vacancy or vacancy or vacancies reserved in favour of candidates belonging to the Scheduled Castes or Scheduled Tribes or Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) or Women in any recruitment in accordance with the provisions in clause (II), appointments thereto shall be made before the appointments in the order of rotation for the relevant recruitments are made.

(i) At no selection for recruitment other than any limited recruitment made in accordance with provisions of sub-rule (g), the number of reserved vacancies including the additional vacancies reserved under sub-rule (h), shall exceed 48% of the total number of vacancies for the selection ; and all vacancies in excess of 48% of the total number of vacancies for which recruitment is made on any particular occasion shall, notwithstanding anything in this rule, be treated as unreserved :

Provided further that the carry forward vacancies and current reserved vacancies in a recruitment year shall be available for utilization even where the total number of such reserved vacancies exceeds 48% of the vacancies filled in that recruitment, in case the overall representation of the Scheduled Castes, Scheduled Tribes, Backward Classes (Group-A), (Group-B), (Group-C), (Group-D) and as the case may be (Group-E) and Women in the total strength of the concerned grade or cadre, has not reached and prescribed percentage of reservation of 15% for Scheduled Castes, 6% for the Scheduled Tribes, 7% for Backward Classes (Group-A), 10% for Backward Classes (Group-B), 1% for Backward Classes (Group-C), 7% for Backward Classes (Group-D), 4% for Backward Classes (Group-E) respectively.

(j) Where there is only a single solitary post borne on the class or category of service, the rule of special representation shall not apply for

appointment to such post, notwithstanding anything contained in the foregoing sub-rules:

Provided that the rule of special representation shall be applicable for appointment if the number of posts born on the cadre, category or grade is more than one, even though selection is to be made against only one vacancy at any recruitment other than limited recruitment.

Rule 22-A. Women Reservation in appointments:- Notwithstanding anything contained in these rules or special rules or *Adhoc Rules*:

(1) In the matter of direct recruitment to posts for which women are better suited than men, preference shall be given to women:

Provided that such absolute preference to women shall not result in total exclusion of men in any category of posts.

(2) In the matter of direct recruitment to posts for which women and men are equally suited, there shall be reservation to women to an extent to 33 1/3% of the posts in each category of Open Competition, Backward Classes (Group-A), (Group-B), (Group-C), Group-D) and as the case may be (Group-E), Scheduled Castes, Scheduled Tribes and Physically Handicapped and Ex-Servicemen quota:

(3) In the matter of direct recruitment to posts which are reserved exclusively for being filled by women, they shall be filled by women only.

* * *

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT

Regulations- APGENCO- Engineering Service- Appointment by transfer for the post of Chemist- Amendment to APSEB Service Regulations- Part-III- Orders- Issued.

G.O.O.No. 73/JS(Per)/2008 Dated 17.05.2008.

Read the following:

Minutes of the 74th Board Meeting of the Company held on 6.5.2008.

***

ORDER:

After careful consideration, the APGENCO hereby issued the following amendments to the APSEB SRs-Part-III.

AMENDMENT-I

The following shall be added under Column (2) below the words “By Direct Recruitment” against the post of Chemist in Annexure-I of the APSEB Service Regulations Part-III

“Appointment by Transfer”

ANENDMENT-II

The following shall be added under the Column (3) against the post Chemist under Appointment by transfer against the post Chemist in Annexure-III of APSEB Service Regulations Part-III.

(a) For in service candidates

(b) M.Sc with Chemistry preceded by B.Sc with Chemistry or Environmental Sciences as one of the subjects from a recognized University.

(c) Must pass in the screening test to be conducted by the department once in a year.

(BY ORDER AND IN THE NAME OF ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED)

AJAY JAIN
MANAGING DIRECTOR

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT

Regulations- APGENCO- Engineering Service- Appointment by transfer for the post of Sub-Engineer- Amendment to APSEB Service Regulations- Part-III- Orders- Issued.

G.O.O.No. 74/JS(Per)/2008 Dated 17.05.2008.
Read the following:

Minutes of the 74th Board Meeting of the Company held on 6.5.2008.

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ORDER:

After careful consideration, the APGENCO hereby issues the following amendment to APSEB SRs-Part-III

AMENDMENT

The existing provisions for the post of Sub-Engineer against appointment by transfer shall be omitted.

The following shall be added in Column (3) against the post of Sub-Engineer under appointment by transfer, in Annexure-III of APSEB SRs-Part-III

(a) Any in service candidate working in any service such as Accounts, P&G, Security Service etc.,

(b) A pass in Diploma in any discipline, such as Electrical, Mechanical, Civil, Telecommunications, Instrumentation, Computer Sciences, Architecture, Mining etc.,

(c) Must pass in the screening test to be conducted by the department once in a year.

(d) Appointment by transfer to the post of Sub-Engineer shall be subject to availability of posts.

(e) Must be an approved probationer in the cadre from which the appointment by transfer is being made.

(BY ORDER AND IN THE NAME OF ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED)

AJAY JAIN
MANAGING DIRECTOR

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT

Regulations- APGENCO - P&G Service - Amendment to APSEB Service Regulations-Part-III- Orders- Issued.

G.O.O.No. 75/JS(Per)/2008 Dated 17.05.2008.

Read the following:

Minutes of the 74th Board Meeting of the Company held on 6.5.2008.

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ORDER:

After careful consideration, the APGENCO hereby issues the following amendment to APSEB SRs-Part-III.

AMENDMENT-I

The following shall be added under Clause (a) APSEB Board P&G Service Regulation of APSEB SRs Part-III under the heading “Constitution”.

Class-I:

Category 2 (a) ... Chief General Manager (HR)

Category 3 (a) ... General Manager (HR)

Category 6 ... Law Officer

Category 7 ... Deputy General Manager (HR)

Class-II:

Category 1 (a) ... Deputy Manager (HR)

Category 4 ... Assistant Manager (HR)

Class-III:

Category 2 (a) ... Junior Manager (HR)

AMENDMENT-II

The following amendment is issued to Annexure-VI of APSEB SRs-Part-III.

Class & Category	Appointing Authority	Method of Recruitment	Qualifications	Competent Authority for issuing postings and transfer orders
Class-I. Add: Chief General Manager (HR) as Category-2(a).	APGENCO	By Promotion:	Must be an Approved Probationer in the Cadre of General Manager Must have rendered a minimum service of 2 years in the cadre of General Manager (HR).	APGENCO.

Class-I. Add: General Manager (HR) as Category-3(a).	APGENCO	By Promotion:	Must be an Approved Probationer in the Cadre of Law Officer/ Deputy General Manager (HR). Must have rendered a minimum service of 5 years in the cadre of Law Officer/ Deputy General Manager (HR).	APGENCO.
Class-I: Add: Law Officer as Category-6.	APGENCO	By Direct Recruitment	(a) A Degree from a Recognized University; (b) First Class B.L/LL.B from a recognized university. (c) Preference will be given to the candidates possessing First Class M.L/LL.M. (d) 5 years standing in the Bar.	APGENCO.
		By Promotion:	(a) A Degree from a Recognized University; (b) Pass in B.L/LL.B from a recognized University. (c) Must have worked as Personnel Officer/Deputy Labour Welfare Officer for 5 (five) years. (d) Must be an approved probationer in the cadre of	

PO/Dy.LWO.

Class-I. Add: Deputy General Manager (HR) as Category-7	APGENCO	By Promotion:	(1) Must be an Approved Probationer in the Cadre of Deputy Manager (HR)/ LWO; (2) Must have rendered a minimum regular service of 5 years as Deputy Manager (HR)/ LWO; (3) The LWO/ DM(HR) shall be considered for promotion as DGM (HR) in the ratio of 1:1 as per seniority obtained in the respective cadres.	APGENCO.

Class-II. Add: Deputy Manager (HR) as Category-1(a).	CMD/MD.	By Direct Recruitment:	(1) MBA (HR) or MSW or 2-years Diploma in Personnel Management/ Human Resources/ Industrial Relations. A Degree in Law is desirable. (2) 10 – years post qualification experience in the field of Personnel Management in a reputed manufacturing Company; (3) Must not have completed 34 years of age. (4) Should pass Accounts Test for Sub-ordinate Officers Part-I and Acts and Board's Regulations test for completing the prescribed period of probation.	CMD/MD

By Promotion:	(1) Must be an Approved Probationer in the Cadre of Assistant Manager (HR)/ Deputy LWO; (2) Must have rendered a minimum regular service of 02 years as Assistant Manager (HR)/ Deputy LWO;

<u>Class-II.</u> <u>Add</u>: Assistant Manager (HR) as Category-4.	Managing Director/ CMD	By Direct Recruitment:	(1) MBA (HR) <u>or</u> MSW <u>or</u> 2-years Diploma in Personnel Management/ Human Resources/ Industrial Relations. A Degree in Law is desirable. (2) 8 - years post qualification experience in the field of Personnel Management in a reputed manufacturing Company; (3) Must not have completed 34 years of age. (4) Should pass Accounts Test for Sub-ordinate Officers Part-I and Acts and Boards's Regulations test for completing the prescribed period of probation.	Managing Director/ CMD.
		By Promotion:	(1) Must be an Approved Probationer in the Cadre of Junior Manager (HR); (2) Must have rendered a minimum regular service of 06 years as Junior Manager (HR);	

Class-III. Add: Junior Manager (HR) as Category-2(a).	MD/CMD	By Direct Recruitment:	(1) MBA (HR) or MSW or 2-years Diploma in Personnel Management/ Human Resources/ Industrial Relations. A Degree in Law is desirable. (2) 4 - years post qualification experience in the field of Personnel Management in a reputed manufacturing Company; (3) Must not have completed 34 years of age. (4) Should pass Accounts Test for Sub-ordinate Officers Part-I and Acts and Board's Regulations test, for completing the prescribed period of probation.	MD/CMD

(BY ORDER AND IN THE NAME OF ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED)

AJAY JAIN
MANAGING DIRECTOR

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT

Regulations- APGENCO- Engineering Service- Appointment by transfer for the post of Chemist- Amendment -Orders- Issued.

G.O.O.No.143/JS(Per)/2008 Dt.24.06.2008

Read the following:

G.O.O.No.73/JS(Per)/2008,Dated 17.05.2008

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ORDER

After careful consideration, the following amendment is issued to the G.O.O.No.73/JS(Per)/2008, Dated 17.05.2008.

AMENDMENT

" The Clause (b) in Amendment –II of the G.O.O.No.73/JS(Per)/2008, Dated 17.05.2008 shall be read as " M.Sc with Chemistry or Environmental Sciences preceded by B.Sc with Chemistry as one of the subjects from a recognized University"

"The Clause (C) in Amendment-II of the G.O.O.No.73/JS(Per)/2008, Dated 17.05.2008 is deleted"

2. The other conditions stipulated in the said G.O.O. shall remain unaltered/unchanged.

(BY ORDER AND IN THE NAME OF ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED)

AJAY JAIN
MANAGING DIRECTOR

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT

Regulations- APGENCO- Engineering Service- Appointment by transfer for the post of Sub-Engineer- Amendment- Orders- Issued.

G.O.O.No.144/JS(Per)/2008 Dt.24.06.2008

Read the following:

G.O.O.No.74/JS(Per)/2008,Dated 17.05.2008

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ORDER

After careful consideration, the following amendment is issued to the G.O.O.No.74/JS(Per)/2008,Dated 17.05.2008

AMENDMENT

"The Clause (C), in para 2 of G.O.O.No.74/JS(Per)/2008,Dated 17.05.2008 is deleted"

2. The other conditions stipulated in the said G.O.O. shall remain unaltered/unchanged.

(BY ORDER AND IN THE NAME OF ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED)

AJAY JAIN
MANAGING DIRECTOR

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT

Regulations- APGENCO- Engineering Service- Appointment by transfer for the post of Sub-Engineer- Amendment- Orders- Issued.

G.O.O.No.164/JS(Per)/2008 Dt.03.07.2008

Read the following:

1.G.O.O.No.74/JS(Per)/2008,Dated 17.05.2008
2.G.O.O.No.144/JS(Per)/2008,Dated24.06.2008

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ORDER

After careful consideration, the following amendment is issued to the G.O.O.No.74/JS(Per)/2008,Dated 17.05.2008

AMENDMENT

"The Clause (e), in para 2 of G.O.O.No.74/JS(Per)/2008,Dated 17.05.2008 shall be read as " Must be an approved probationer in any one of the cadres in any service"

(BY ORDER AND IN THE NAME OF ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED)

AJAY JAIN
MANAGING DIRECTOR

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
VIDYUT SOUDHA :: HYDERABAD

Memo No.JS(P)/DS(A)/AS(P-T)/PO.D2/91/2008, Dt. 04.07.2008

Sub: Estt- APGENCO- Filling up of the posts of Sub-Engineers on appointment by transfer- Certain instructions- Issued.

Ref: 1. G.O.O.No.74/JS(Per)/2008,Dated 17.05.2008
2. G.O.O.No.144/JS(Per)/2008,Dated 24.06.2008
3. G.O.O.No.164/JS(Per)/2008,Dated 03.07.2008.

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In the references cited, certain amendment orders have been issued for filling up of the post of Sub-Engineer on appointment by transfer.

2. The Chief Engineers/ Superintending Engineers of Generating Stations are requested to initiate action as per the amendments issued in the references cited for filling up of the vacant posts of Sub-Engineers in their Units with the eligible candidates, on appointment by transfer.

3. It is also further informed that the 2 years clause i.e. 2 years of service after acquisition of Diploma qualification holds good & all the other conditions related to appointment by transfer are to be adhered to.

4. The process shall be completed within a period of 10 days.

AJAY JAIN
MANAGING DIRECTOR